

Resume Ratings

Candidates 101 - 109

- **Undergraduate (Interns)**

Undergraduate (Interns) Resume Scoring Criteria & Threshold Scores

Undergraduate Summer Intern	Criteria Threshold			Points
	McK/BCG/Bain	Top 4-10	Top 11-100	
Academic institution selectivity	Ivy Equiv + Next 10	Top 50 Univ	Top 250 Univ	1
Academic Performance - GPA, % Rank (vs. difficulty level of school and major)	3.5+ Ivy GPA, Higher for Other	3.5+ GPA Top 50 Univ	3.3 GPA	1
Objective Quantitative Test Score - SAT, Natl College Exam	Math SAT 750+, 95th percentile	90th percentile	75th percentile	1
Leadership / People skills (work or extracurricular)	Track record of achieving results through others	Track record of achieving results through others	Track record of achieving results through others	1
Work Experience / Extracurricular	1 experience with meaningful role & something concrete	1 experience with meaningful role & something concrete	1 experience working in professional	1
Personal Recommendation	From senior client or consultant in firm	From senior client or consultant in firm	n/a	2
Points Cutoff Score	4.5	4.5	4	

Candidate 101

Education

University of California, Los Angeles + 0.5 points - School
Bachelor of Arts, Major: Business Economics, Minor: Accounting

Los Angeles, CA
Sep 2011- June 2013

- GPA: 3.9 + 1.0 points - GPA
- On College and Departmental Honors Program track + 0.0 points - No SAT
- Relevant coursework: Microeconomics Theory, Statistic for Economics, Management Accounting, Upper Division Research Seminar: Economic Consulting and Applied Managerial Economics.

Santa Monica College
Major: Business Economics

Los Angeles, CA
June 2008 - Dec 2010

- GPA: 3.86, Dean's List academic distinction

Work Experience People - ?, Analytics - ? Need another recognizable employer

Adat Aryeh, Inc, Synagogue and Jewish Learning Center
Language Specialist and Teacher

Los Angeles, CA
Sep 2008 – Present

- Currently serve as a Hebrew teacher for elementary, intermediate, and advanced level students
- Designed, developed, and implemented a new Hebrew curriculum and program
- Revamped the Israeli studies program for grades 5 to 7

Extreme Fun Lasertag, LLC, Entertainment Center
General Manager

Camarillo, CA
May 2010 – Dec 2010

- Refined leadership and managerial skills by managing a staff of 20 and overseeing operations for a struggling family-oriented entertainment and dining establishment
- Developed project management skills by overseeing the implementation of a new, less costly, in-house food preparation operation (previously outsourced to a nearby restaurant)
- Improved personal communication and negotiation skills by sourcing, negotiating and dealing with multiple suppliers to reduce input costs
- Gained greater appreciation for financial accounting by working closely with company accountant on financial reports and profit and loss statements
- Successfully worked with center owners to develop and implement a new marketing plan that focused on appealing to parents (rather than to kids) and adult groups
- Assisted in bringing the center to break-even profitability within four months of joining the company (from previously losing approx. \$25,000 per month) {impressive almost missed this}

+ 0.5 points

Israel Defense Forces (IDF)

Company Sergeant Major, special elite unit NAHAL infantry brigade

Israel
Aug 2004 – May 2007

- Rank: Staff Sergeant
- Successfully completed commander training over the course of 3 months
- Responsible for management, discipline, and logistics for a company of over 100 soldiers
- Oversaw the operational staff including 5 commanders
- Maximized utility and performance of the company with given budget
- Executed orders from high-rank officers and implemented them at the company level
- Served as Signal operator for regiment commander

+ 1.0 points - leadership

Personal Skills and Interests

- Languages: fluent in English and Hebrew
- Technical Proficiencies: Microsoft Office suite (Excel, Word, PowerPoint, etc)
- Participated in the PwC 2011 case competition
- Participated in a Financial Boot Camp- Corporate Valuation & Financial Modeling
- Interests: Motorcycle riding, travel, education, media & technology, equestrian

Candidate 102

EDUCATION

University of California, Berkeley, May 2013

B.S. Business Administration, Walter A. Haas School of Business
Minor in Global Poverty and Practice, College of Letters and Sciences

+ 1.0 points - School - Berkeley
+ 1.0 points - GPA

GPA: 3.86/4.00

Relevant Coursework: International Consulting, Competitive Strategy, Marketing, Finance, Financial Accounting, Managerial Accounting

+ 0.0 points - No SAT

University of Ghana, 2011

Coursework in: International Development, Political Science, Managerial Economics

GPA: 4.00/4.00

WORK EXPERIENCE Leadership - ?, People - ?, Analytics - ?

California State Assembly | Sacramento, California

+ 1.0 points - work experience, results

6/2011 – 12/2011

Finance and Legislation Intern

- Synthesized 40 academic, legal, and professional reports to develop amendment proposals for a welfare bill under review by legislative council
- Researched statewide cost estimates linked to \$150M worth of illicit drug use in welfare to support welfare reform legislation
- Identified gerrymander bias in 155 CA districts through statistical analysis of 765 CA elections since 2002 to support redistricting legislation
- Developed state budget summaries highlighting \$500M in key 2011 departmental budget increases distributed to 30+ Assembly Members

African Support Network (ASN) | Medina, Ghana

2/2011 – 5/2011

Investment Intern

- Assisted CEO in initiating first ever international investment in ASN through Kiva to offset existing high interest rate debt
- Analyzed microfinance investment strategies resulting in proposal to reduce investor risk using rating agencies to limit information asymmetry
- Initiated contact with the 15 best-fit international microfinance investors to gauge funding prospects for ASN's corporate expansion project

Compassion International | Colorado Springs, Colorado

6/2010 – 8/2010

International Real Estate Intern

- Developed automated cash flow reports for 42 international facilities using Tririga, a comprehensive real estate management application
- Analyzed and redesigned software for monitoring \$2M in real estate costs to increase automation and improve efficiency
- Designed marketing strategy to reach 50 college campuses for a new outreach campaign through team brainstorming and strategy sessions

LEADERSHIP EXPERIENCE

Campus Awakening | Berkeley, California {What is Campus Awakening?}

1/2010 – Present

Vice President

- Tripled membership in 2011 through development of marketing solutions to effectively reach the Berkeley student community {How many members?}
- Coordinate with campus staff and student leaders to schedule weekly meetings and plan events each semester

Intramural Soccer | Berkeley, California

1/2010 – Present

Team Co-Captain

- Helped lead indoor soccer team to school-wide finals and the playoff round both seasons with a 20-2 overall record
- Organize team practices, schedule games, and form game strategies based on players' strengths and weaknesses

360 Band | Berkeley, California

8/2011 – Present

Lead Guitarist

- Prepare and practice guitar music for 4-5 songs individually and as a band twice weekly for weekly performances
- Perform local benefit concerts for charities and non-profits in the Bay Area

Compassion International | Colorado Springs, Colorado

5/2010 – 8/2010

Intern Focus Group Leader

- Facilitated weekly discussions on economics, culture and politics in international development
- Communicated with 17 interns to coordinate weekly meal and discussion responsibilities for each focus group

HONORS

- UC Berkeley Academic Honors (2009 – Present)
- Bakersfield College Foundation Political Science Scholar: Highest Award (2011)

SKILLS AND INTERESTS

- MS Suite: Excel, Word, Power Point
- Soccer, snowboarding, running, racquetball, song writing, traveling to developing countries

Candidate 103

EDUCATION

The University of Texas at Austin + 0.5 points - School	Bachelor of Business Administration, Finance Bachelor of Arts, Economics Minor: Accounting Overall GPA: 3.85 Finance GPA: 4.00 Economics GPA: 4.00 SAT: 690 Math, 730 Reading ACT: 32 Math, 34 Reading	May 2013
+ 1.0 points - GPA + 0.0 points - SAT		

EXPERIENCE + 1.0 points - recognizable names on resume, Leadership - ?, Analytics - ?, People - ?, Results - ?

Northwestern Mutual Financial Network – <i>Financial Representative Intern</i> ; Austin, TX	Aug 2011 – Dec 2011
<ul style="list-style-type: none"> Created a personalized approach to uncovering financial solutions tailored to each client's individual needs {Sales not analysis} Researched, approached, and developed relationships with clients in order to build and expand my client base 	
United Technologies Corporation – <i>Corporate Treasury Intern</i> ; Hartford, CT	May 2011 – Aug 2011
<ul style="list-style-type: none"> Analyzed 107 UTC Letters of Credit and worked with 16 relationship banks to reconcile any differences {Sounds administrative any quantitative experience?} Conducted Sarbanes-Oxley testing on Foreign Exchange and Share Repurchase departments Worked through a Six Sigma-like system and recorded Foreign Exchange workflow inefficiencies Executed an office fundraiser for United Way with a group of fellow interns 	
University of Texas Information Technology Services – <i>Senior Student Associate</i> ; Austin, TX	Sept 2010 – May 2011
<ul style="list-style-type: none"> Provided customer support and assistance through the ITS call center, chat service, and walk-in services Learned about UT's campus technology (wireless, email, VPN, etc.) to solve customer problems 	
Professional StruCivil Engineers (PSCE) – <i>Intern</i> ; Austin, TX	June 2007 – July 2007, Dec 2010
<ul style="list-style-type: none"> Created a streamlined workflow for recording new incoming projects (2007) Collected requirements to develop a website from the CEO and relayed instructions to the website developer (2010) 	

ACADEMIC PROJECTS

MAN 336: Management Consulting – <i>Client: Blanton Museum of Art; Team of 4</i>	Oct 2010 – Dec 2010
<ul style="list-style-type: none"> Analyzed data and applied relevant Organizational Behavior theories to increase volunteer attendance Evaluated and presented recommendations based on three motivational theories to the University Programs Coordinator 	

LEADERSHIP EXPERIENCE AND ACTIVITIES

Real Estate Investment Trust (REIT) Analyst Program – <i>Undergraduate Analyst</i>	Jan 2012 – Present
<ul style="list-style-type: none"> Will develop skills in valuation, analysis, and pitching by working with finance faculty and MBA REIT Fund Managers Will perform analysis and financial projections (DCF Modeling, etc.) to evaluate the financial structure of REITs {Interesting but what is the company?} 	
UT Muslim Students Association – <i>MSA Showdown Finance Chair; Team of 12</i>	Jan 2010 – May 2010
<ul style="list-style-type: none"> Organized an intercollegiate state-wide competition and coordinated with the MSA State Council's Finance Chair {How big was this?} Raised and managed a \$3,300 budget by recruiting sponsors and facilitating promotions 	
Boy Scouts of America – <i>Eagle Scout; team of 15</i>	Aug 2005 – May 2009
<ul style="list-style-type: none"> Planned and directed 15 scouts to plant 30 trees at Summitt Elementary School for my Eagle Project Backpacked 80 miles with a group of 13 scouts as a team-building exercise at Philmont Leadership Camp, New Mexico 	

HONORS

Dr. Peter T. Flawn Endowed Presidential Scholar {How hard is this to get?}	Aug 2011 – May 2012
University Honors {How hard is this to get?}	Fall 2009 – Fall 2011
Inroads Intern	May 2011 – Aug 2011
Valedictorian State Scholarship {Which School?}	Aug 2009 – May 2010

ADDITIONAL INFORMATION

Computer Skills: MS Word, Excel, PowerPoint, Access, SQL Server, Reuters, Bloomberg

Languages: Proficient in Urdu

Interests: Table Tennis, Billiards, Golf, Chess, Travel, Testing different investment strategies on Investopedia.com

Work Eligibility: Eligible to work in the U.S. with no restrictions (U.S. citizen)

Candidate 104

EDUCATION

University of Vermont: School of Business Administration Burlington, VT + 0.0 points - Non Target School

B.S. in Business Administration: Concentration in Finance, International Business, Entrepreneurship + 0.0 points - No SAT

Minor in Economics

Expected Graduation: May 2013

Cumulative GPA: 3.86 + 1.0 points - GPA

EXPERIENCE Leadership - ?, People - ?, Results - ?, Analytics - ?

Sodexo Inc. University Dining Services Burlington, VT

October 2010 — Present

Student Promotions Coordinator

- Spearhead creation and development of social media marketing efforts
- Contribute and evaluate campus wide marketing initiatives
- Give management team insight to student opinions and preferences concerning on-campus dining
- Initiate strategic marketing efforts to meet quarterly sales objectives
- Submitted various proposals (currently under review) for new business development strategies

Sodexo Inc. Gaithersburg, MD + 1.0 points - Employer

June 2011—August 2011

Corporate Brand Management and Marketing Communications Intern

- Restructured Sodexo's entire social media infrastructure to increase external and internal viewership {Be more specific}
- In charge of managing the creation of new social media tools and applications
- Increased Facebook membership by 22% in 2 months, Sodexo Facebook was subsequently recognized in the top 5 B2B Facebook pages by 2 independent sources
- Created 2,500 specialized QR codes for the Sodexo Annual Managerial Conference
- Was featured on the "Future Leaders" Segment of Sodexo's 2011 Annual Report

Integrated Recruiting Consultants, LLC Columbia, MD

September 2008 — July 2009

Information Systems Intern

- Initiated a research project to determine correlation between education level and quality of candidates, as determined by the IRC rating scale

Flight Fab Engineering Co. Baltimore, MD

July 2008 — August 2009

Operations Intern

- Remodeled a safe and efficient organizational and retrieval system for raw materials going into production
- Transported various materials and products on time to different distribution locations
- Evaluated the manufacturing and distribution of specialized filter paper

LEADERSHIP ACTIVITIES

President/Co-Founder of UVM Entrepreneurship Club Burlington, VT:

December 2009—Present

- Restarted club as a freshman
- Currently establishing UVM's first Business Pitch Competition
- Organize monthly meetings, guest speaker events, and trips for other members
- Delegate duties and responsibilities to other club officers
- Created a forum in which entrepreneurial UVM students can cultivate and express their business ideas
- Increased club membership from 5 to 70 members

Sodexo Student Ambassador Burlington, VT

August 2011—Present

- In charge of distributing promotional material for the Sodexo Futures Leaders Intern Program
- Increase student awareness of Sodexo employment opportunities

Dining Services Advisory Committee Member Burlington, VT:

October 2010---Present

- Provide a student perspective on dining services subjects in terms of sustainability, food quality, hygiene etc.

Student Advisory Committee to the Dean Burlington, VT:

February 2010 – Present

- Work as the liaison between faculty, staff, and students to organize and inform all parties of current programs and activities occurring in the School of Business Administration
- Run several community service events through the School of Business and Administration

SKILLS: Microsoft Access, Excel, PowerPoint, Word, JMP, GoldMine, Microsoft Tag, Static FBML Programming

Candidate 105

EDUCATION

Sep. 2007 – May 2010	McGill University Bachelor of Science: Major Chemistry • Improved analytic/quantitative skills through ordinary differential equation, statistical thermodynamics, and chemometrics: data analysis	+ 1.0 points - School	Montréal, Canada
Sep. 2005 – Jun. 2007	Guangdong Country Garden School International Baccalaureate (IB) Diploma	+ 0.0 points - No GPA + 0.0 points - No Test Scores	Foshan, China

WORK EXPERIENCE + 0.5 points work experience, Analytics - ?, Results - ?

Aug. 2010 – Dec. 2011	Korea Institute of Science and Technology (KIST) <i>Intern researcher, Clean Energy Center</i> • Developed projects on renewable energy including solar cell improvement and polymer formation - Produced a patent about polymer synthesis from bi-products of ethylene production in an environmentally friendly way, and presented results at one of the largest chemistry conferences in Korea - Presented research results to a leading domestic company in industrial materials to commercialize the product for LED screen and medical devices • Designed a research plan for capturing greenhouse gases to obtain 2,000,000,000 WON funding for a national R&D project on reducing global warming	Seoul, Korea {Is patent in your name?} {If applying in the US convert to \$USD}
May 2009 – Jun. 2010	McGill University <i>Research Associate, Chemistry Department</i> • Taught over 100 students chemical treatment and coordinated six experimental setups • Participated in designing bactericidal paper towels with one of the top paper companies in North America - Analyzed the key problems of micelle structure, and tested the efficiency of the filter paper - Contributed to publication of two papers in the international journals	Montréal, Canada

EXTRACURRICULAR ACTIVITIES + 0.5 points - leadership people

Apr. 2011 – Nov. 2011	Woman into Science and Engineering (WISE) of KIST <i>Team Manager</i> • Organized mentoring programs by inviting female leaders in various fields as a guest speaker from a global chemical corporation, a current cabinet minister, and a writer - Held five leadership events with the 10 members, and the three guest speakers - Awarded the first prize out of seven teams from the KIST for the annual report	Seoul, Korea
Apr. 2008 – Apr. 2010	McGill Student Service Center <i>Advisor</i> • Provided 50 students with advice and information regarding academic course and major choice • Supervised international students to successfully integrate into campus life through peer program	Montréal, Canada
Jun. 2006 – May 2007	High School Choral Program of Guangdong Country Garden School <i>Founder/President</i> • Established the school choir and recruited music director as well as new members to form committee • Successfully organized four fundraising concerts and made 8000 RMB (1,400,000 WON) • Cooperated with school and local committee in order to perform to local orphans and the elderly	Foshan, China
Jan. 2006 – May 2007	Help Aid Nujiang Develop (HAND) <i>Team Leader</i> • Visited the village, 2000m above sea level, to meet sick people and analyzed severity of their symptoms - Transported nine patients to a big city and six of them underwent successful surgeries • Identified the hygiene issue in local clinic, and distributed hygiene program to over 50 students in three schools	Fugong, China

SKILLS AND OTHER INFORMATION

Language	English and Chinese Mandarin [Fluent], Korean [Native fluent], French [Basic]
Interests	Enjoy oil painting, yoga, and sudoku

Candidate 106

EDUCATION

University of Notre Dame + 0.5 points - School

Notre Dame, IN

Bachelor of Business Administration

May 2013

Concentration: Finance

GPA: 3.89/4.0 + 1.0 points - GPA

+ 0.0 points - No SAT

HONORS

Dean's List: Fall 2009, Spring 2010, Spring 2011

National Merit Finalist {Good}

EXPERIENCE AND ACADEMIC TRAINING Leadership - ?, Analytics - ?, People - ?, Results - ?

Loft9 {Never heard of them what do they do? how big?}

July 2011 – August 2011

Associate Consultant Intern

- Constructed excel template and consolidated data to prepare for the company's switch to a new cost tracking system
- Created a financial dashboard to provide a consolidated and centralized view of firm health for partners
- Spearheaded development of the firm's expansion plan by conducting extensive market research that evaluated which U.S. cities would allow the firm to continue its aggressive growth

University of Notre Dame

June 2011 – July 2011

Research Assistant – Accountancy Department + 0.5 points

- Assisted accounting professor in her research on how practical use of DCF analyses differs from the theoretical approach
- Compiled data on discounted cash flow analyses from investment banking analyst reports

Student International Business Council {What is this?}

September 2009 - Present

McKinsey & Company – Strategy case on Hewlett-Packard

- Aligned diverse skills and interests of team members with market segments to optimize efficiency
- Analyzed the positions of H-P's operating divisions in relation to market trends and competitors to determine which segments of H-P have the most compelling case for change
- Created a five year plan to provide a more focused approach to H-P's investment strategy

{Confusing}

The Boston Consulting Group – Market entrance case on Electronic Medical Record industry

- Coordinated a market landscape analysis in order to decide if entrance would be accretive
- Evaluated entrance strategies and developed joint venture possibilities based on the high level of overall market penetration
- Recommended niche service offering based upon our firm's small size and skilled employee base

Credit Suisse – Case study on the Emdeon IPO

- Learned what factors influence investors' decisions to invest in a company
- Analyzed investment highlights and risks resulting in a decision against investing in the company
- Presented the investment highlights and risks to CS bankers from analysts to VPs

ACTIVITIES

Student International Business Council – Director of Consulting

Dillon Hall Pep Rally – Co-Author and Manager

South Bend Center for the Homeless – Volunteer

SKILLS AND INTERESTS

License – Licensed Michigan Real Estate Salesperson (2010)

Interests – 2nd degree black belt in taekwondo

Total 4.5 points

Would definitely interview

Candidate 107

Education

VANDERBILT UNIVERSITY, Nashville, TN + 0.5 points - School

Bachelor of Engineering in Mechanical Engineering, Minor in Corporate Strategy, May 2013

Dean's List; 3.6/4.0 GPA (3.8 past two semesters)+ 1.0 points - GPA

Work & Leadership Experience

NATIONAL INSTRUMENTS (\$1BN tech firm, Fortune's Best Companies to Work For) +1.0 points - May 2011 – August 2011
Engineering Leadership Program Intern with a Concentration in Marketing Excellent Austin, TX

- Created, sold, and managed \$10k marketing project plan. Led a cross-functional team of five to design and construct a cutting-edge structural test product demo. Presented this at a trade expo and at a client seminar
- Solved technical troubleshooting problems for Intel, GE Global Research, a start-up biotech and other clients
- Developed a critical portion of a proof-of-concept to further an \$80k sales opportunity
- Built an automated test to look for compatibilities in hardware constructed by potential manufacturing partners

NOVARTIS A.G. (Fortune 200 pharmaceutical) +1.0 points - May 2010 – August 2010
Plant Engineering Intern Excellent Holly Springs, NC

- Coalesced stakeholders' opinions and led interns to gather a library of 150k pages vital to safety and operations
- Drafted process flow diagrams to educate new staff. Corrected inaccurate engineering diagrams
- Tested and fixed process systems at a greenfield \$1BN flu cell culture site instrumental to US pandemic response
- Saved \$60k and reduced risk by establishing Building Automation System spare parts stocking standards

SITEL (Contact center outsourcing serving much of the Fortune 500) August 2011 – January 2012
Student Consulting Team Leader - Engineering Management: Business Process Design Nashville, TN

- Led team of 3 to map and analyze business processes. Developed statistical model to quantify risk
- Performed small-scale gap analysis and competitive benchmarking to find potential cost reductions
- Delivered an invited presentation to executives and Six Sigma practitioners. Explained best practices and risk mitigation strategies discovered. Persuaded new corporations to participate in the Vanderbilt program

NUTRISHOP NASHVILLE (Health and wellness 'nutraceutical' franchise) August 2011 – December 2011
Student Team Leader – Managerial Studies: Marketing Nashville, TN

- Led team of 5 to develop a marketing plan. Delivered presentation to business owners

VANDERBILT UNDERGRADUATE CONSULTING CLUB March 2011 – Present
Board of Directors, Technology Chair Nashville, TN

- Helped drive 68.4% increase in membership over 6 months, and designed and implemented a new web site

STREETWORKS (Local AIDS outreach non-profit) March 2011 – Present
Financial Reporting Consultant Nashville, TN

- Generated \$2600 in annual savings through process analytics and programming a new financial reporting system
- Eliminated errors in financial reporting via Excel macros, enabling a 130 client per year increase in services

VANDERBILT CAREER CENTER August 2010 – December 2010
Peer Career Advocate Nashville, TN

- Analyzed data and drafted a report on 5,300 survey responses to inform Vanderbilt deans' academic initiatives
- Educated staff on process improvements to simplify office operations using technology
- Self-taught 3 programming languages. Used skills to develop web database application for Vanderbilt
- Drove increased student preparedness for career-related decisions by presenting to classes and groups

FREELANCE CONSULTANT Summer 2005 – July 2009
Computer Technician Granville, OH

- Built and repaired computers and networks for families and businesses

Distinctions & Test Scores + 1.0 points - Test Scores

- Second Place in the Houston Speech Contest, Vanderbilt University {Almost missed these} December 2009
- 99th Percentile on SAT (800 Writing, 770 Math, 760 Reading) June 2008
- 99th Percentile on ACT (34 Composite) June 2008
- National Merit Scholar October 2007

Skills & Interests

TECHNICAL SKILLS: Office, Visio, Project, VBA Macros, Mathematica, SQL, PHP, MATLAB, LabVIEW, ProEngineer

INTERESTS: Cycling, Moviemaking, Piano, Bruce Springsteen, Concerts, GTD and Task Management, Reading

Candidate 108

EDUCATION

Brigham Young University + 0.5 points - Non Target School

Provo, UT

Bachelor of Arts, Economics, with University Honors – *Highest Distinction at BYU* {Good}

Apr 2013

Minor, Political Science

- GPA: 3.92/4.0 SAT: 2200/2400 (760 Verbal, 640 Math, 800 Writing) – 99th Percentile + 1.0 points - GPA
- Honors Thesis on International Development + 0.0 points - Math SAT to low
- Received full-tuition academic scholarships; member of *Phi Kappa Phi* – top 7.5% of class {Good}

Claremont McKenna College

Claremont, CA

Bachelor of Science, Economics; #1 Econ program in US according to Princeton Review

Aug 2006 – Apr 2007

- GPA: 3.95/4.0

PROFESSIONAL EXPERIENCE People - ?, Results - ?

Ensign Peak Advisors

Salt Lake City, UT

Analyst Intern

Aug 2011 – Present

- In order to advise managers of \$14.5 billion fund on optimal asset allocation decision, built vector autoregression model to estimate GDP and earnings-growth relationship for US markets + 0.5 points - Analytics
- Lead team of researchers with diverging views to arrive at consensus on project direction
- Guided team in interpreting broad objective to identify and obtain necessary data for model
- Analysis influenced manager decision to scale back equities positions, protecting fund from losses {Be more specific}

AidData: Tracking International Development Finance

Provo, UT

Research Assistant

May 2010 – Present

- Co-authored research paper with professor, presented research at most prestigious conference in US; one of only a handful of undergraduates to present at conference of over 5,000; paper in top-ten most downloaded in field {Did you do the research or just write it up?}
- Edited scholarly articles for professors prior to submission to top academic journals such as *World Development* {Be more specific in your research accomplishments}

Missionary Training Center

Provo, UT

Trainer

Aug 2009 – May 2010

- Helped increase language acquisition rate by more than 25% by pilot-testing and advising developers on new language acquisition program now being implemented worldwide
- Mentored five groups of 10+ representatives in communication, teamwork, discipline, and study skills

Outdoors for All Foundation

Seattle, WA

Assistant to Executive Director

Jul 2007 – Aug 2007

- Helped raise over \$40,000 by designing brochures for annual golf tournament, a 7% increase from previous year
- Generated over \$25,000 for the foundation by taking to market easy to use grant applications

SERVICE/LEADERSHIP EXPERIENCE + 1.0 points - Leadership

The Church of Jesus Christ of Latter-day Saints

Provo, UT

President of Men's Service Organization

Sep 2010 – Apr 2011; Aug 2007 – Aug 2009

- Improved reporting of key information by over 20% from prior period by developing new online reporting system
- Led weekly instruction and service activities for 60+ organization members

Full-Time Volunteer Representative

Independence, MO

- Carried out leadership, training, logistics, and performance reporting for seven groups of 12+ full time volunteers, trained them in effectively using advertising campaigns, communication skills, and problem solving

- Provided individualized six week training/mentoring to new volunteers on four different occasions; all became leaders in organization

PERSONAL/ADDITIONAL INFORMATION

- Computer Skills: Stata, SAS programming, Bloomberg certified, Excel (VBA Macros), Access
- Letterman, Claremont McKenna College Men's' Varsity Basketball Team
- Earned Eagle Scout by coordinating efforts of 50+ volunteers, local businesses to construct little-league scoreboard
- Foreign Languages: Spanish (fluent), French (competent)
- Interests: photography, Indian food, canoeing in Canada, and *The Economist*

Candidate 109

EDUCATION

Columbia University – Columbia College + 1.0 points - Ivy League School
Candidate for Bachelor of Arts: Economics, Russian Language and Culture
GPA: 3.81 + 1.0 points - GPA

New York, NY
 Expected: May 2013

Columbia University – School of Engineering and Applied Science
Coursework in Engineering Management Systems
GPA: 3.55; SAT: 2300 (770 M, 790 W, 740R) 1.0 points - SAT

New York, NY
 2009-2011

WORK EXPERIENCE **People - ?, Results - ?, Analytics - ?**

Satovsky Asset Management, LLC New York, NY
Intern

02/2011-08/2011

- Created and implemented basic models in excel analyzing client financial data, such as expected annual income from bonds and stock dividends
- Began a project looking at the total stock portfolio of firm (around 300 positions) and analyzing past performance to figure out whether or not clients should modify their individual portfolios
- Produced several marketing materials for use in client meetings (ie. quilt charts, site navigation guide)

Bank of America Merrill Lynch Paramus, NJ **{Good company but not much accomplished}**
Intern, Global Wealth Management

07/2010 – 08/2010

- Worked on numerous marketing campaigns to help bring in new clientele (ie. cold calls), with a goal of increasing the average net worth per client by approximately \$250,000
- Conducted market research on companies in the area and job-shadowed for approximately two months in order to gain a fundamental understanding of the industry

EXTRACURRICULAR ACTIVITIES

Engineers without Borders Columbia University New York, NY + 0.5 points - Leadership
Chapter Funding Chair (Jan '11 - Dec '11) + 1.0 points with clearer details

09/2009 – Present

- Secured \$14,500 in sponsorships for the 2011 Northeast Regional Workshop (including ASCE, Pratt & Whitney, CDM)
 - Implemented an online grant database to help programs find funding and served as the head of corporate outreach
 - Ran funding campaigns that won grants from the EPA, Bill and Melinda Gates Foundation, Boeing and others
 - Organized fundraising events in collaboration with local businesses (Campo Restaurant, Pinkberry)
- Morocco Program (March '11 - present)*
- Helped form the Columbia University Morocco Program in December 2010 in order develop a relationship with the community of Ait Bayoud, Morocco and to assist them in building a local footbridge
 - Served as the travel team leader during the summer 2011 assessment trip to Ait Bayoud, Morocco (in charge of planning, logistics, had final say for major decisions during trip)

Columbia University Office of Residential Programs New York, NY
Resident Adviser

02/2011 – Present

- Supervise a diverse group of over 100 students on three floors of a Columbia University residence hall
- Host bi-weekly study breaks and larger monthly events to help facilitate community development
- Serve as a resource, coordinator, and motivator and mediate conflicts when necessary

Russian International Organization New York, NY
Treasurer

09/2011 – Present

- Oversee financial statements/documents, manage a budget of \$2,000 and authorize club spending

SKILLS AND INTERESTS

Languages: Russian (fluent), Spanish (basic)

Technical Skills: proficient in Microsoft Office Word, Excel, Powerpoint, Outlook and Publisher; experience with Morningstar Office and Direct, basic STATA

Interests: Scuba Diving (PADI Open Water), Tae Kwon Do (2nd Degree Black Belt), International Volunteer Work

Resume Ratings

Candidates 201 – 207

- **Undegraduates**
- **Non-MBA Masters**

Undergraduates and Non-MBA Masters Resume Scoring Criteria & Threshold Scores

Undergrad or Masters Full-Time	Criteria Threshold			Points
	McK/BCG/Bain	Top 4-10	Top 11-100	
Academic institution selectivity	Ivy Equiv + Next 10	Top 50 Univ	Top 250 Univ	1
Academic Performance - GPA, % Rank (vs. difficulty level of school and major)	3.5+ Ivy GPA, Higher for Other	3.4+ GPA Top 50 Univ	3.3+ GPA	1
Objective Quantitative Test Score - SAT, Natl College Exam, GRE	95th percentile	90th percentile	75th percentile	1
Leadership / People skills (work or extracurricular)	Track record of achieving results through others	Track record of achieving results through others	Track record of achieving results through others	1
Work Experience	1 experience with well known company and concrete accomplishment	1 experience with well known company and concrete accomplishment	1 experience with meaningful role and concrete accomplishment	1
Personal Recommendation	From senior client or consultant in firm	From senior client or consultant in firm	n/a	2
Points Cutoff Score	4.5	4.5	4	

Candidate 201

EDUCATION

Duke University, Durham, NC + 1.0 points - School

December 2012

Pratt School of Engineering

Masters of Engineering Management

+ 0.0 points - No GPA

+ 0.0 points - No test score

Syracuse University, Syracuse, NY

May 2009

L.C. Smith College of Engineering & Computer Science

Bachelor of Science in Biomedical Engineering (Instrumentation)

Minor: *Electrical Engineering, Mathematics*

EXPERIENCE {Work results and leadership seems light}

Consulting Practicum Program at Duke University, Durham, NC {What is this?}

January 2012 - Present

Student Consultant

{Did Lenovo implement or was this practice?}

- Leading team of six students to construct a marketing strategy for Lenovo's ThinkServer product line
- Identifying competition and developing tactics that will grow the firm's awareness, consideration, and volume sales specifically in the healthcare vertical in North America
- Researching the x86 Server market by gathering and analyzing data through interviews, surveys and market research
- Utilizing the 4P framework in creating recommendations on how to improve overall business performance {Results}

MEDITECH, Framingham, MA {Meditech sounds familiar... Fortune 500?}

August 2009 – December 2011

Software Support Technician

- Coordinated and delivered current software release to customers and assisted in the management of customer accounts
- Collaborated with sites and in-house staff to address relevant issue, provided solutions for customer
- Analyzed and performed troubleshooting in a Windows environment using advanced level programming languages
- Programmed utilities for automation projects to enhance the work performance of the group
- Researched development tracking system and performed documentation work
- Patched/debugged codes for customer updates and analyzed data structures
- Recruited from within the company in a task force team to handle higher priorities for the new 6.0 product
- Mentored 2 new hires and lead automation projects for the group

College of Electronics and Information, Kyung-Hee University, Seoul, Korea

May 2008 – August 2008

Summer Internship - Research Associate

- Participated in project involving observation of the *in vivo* dental implant healing process in real-time
- Researched scientific articles via electronic database and performed data analysis of bovine trabecular bone connectivity
- Extracted information on bovine trabecular bone connectivity using MS Excel/MatLAB from micro-CT scan data
- Delivered oral presentations using PowerPoint on a weekly basis to report progress

ACTIVITIES

Engineering Management Program Development Committee, Durham, NC

January 2012- Present

- Participating in the student recruitment committee to take charge in improving the web based communication system to provide better service to prospective students

Cornerstone Church Welcoming Committee, Boston, MA

September 2010 – December 2011

- Greeted newcomers and facilitated their integration into the community

Korean American Student Association, Syracuse, NY

September 2005 – May 2009

- Participated in volunteer activities to raise awareness of the Korean culture on the university campus

PC SKILLS

Microsoft: PowerPoint, Word, Visual Studio, Front Page, Excel – Oracle Crystal Ball, Decision Tree

Candidate 202

Experience: Need more leadership, People - ?, Results - ?

MORGAN STANLEY {Good} + 1.5 points - Strong analytical work experience

Investment Banking Summer Analyst, June 2011 - July 2011

Beijing, China

US\$500 MM Bond Issuance for a Central Level State-Owned Enterprise

- * Participated in all stages of offering process including development of financial models, writing internal committee memo, preparing materials for rating agency (Moody's and S&P) presentation and working onsite in client's office to coordinate with different divisions preparing precise information for credit rating
- * Contributed to the earning of investment grade rating results for client with over 80% Asset-liability Ratio
- * Participated in Due Diligence with law firms and other investment banks, contributed to the writing of offering circular with lawyers by providing business statistics and collecting company information
- * Participated in preparation of Road show materials including presentation report, Offering data book, Q&A section materials, and Segmentation Analysis of domestic/international peers in Selling Memo

US\$1,000-1,500 MM IPO for a leading Construction Machinery Company on the Stock Exchange of Hong Kong

- * Developed integrated financial models to forecast financial growth, gearing and liquidity
- * Collected data and information for internal IPO Memorandum and drafted Q&A section for Analyst Presentation

ILLINOIS INSTITUTE OF TECHNOLOGY

Research Assistant, Aug 2008 - Jan 2009

Chicago, IL

GUANGFA SECURITY

Customer Consultant, Mar 2007 - May 2007

Guangzhou, China

- * Guided clients to implement operations on stocks/funds transactions and account management
- * Provided explanations about various financial products of the company and customized suggestions

Education: {Education should be at top}

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL + 0.5 points - Non-Target School?

Chapel Hill, NC

Master of Science in Statistics, May 2012 (Expected)

Coursework: Measures and Integration, Statistical Inference I&II, Applied Statistics I&II, Mathematical Finance, Financial Economics, Empirical Corporate Finance + 0.0 points - No GPA

ILLINOIS INSTITUTE OF TECHNOLOGY

Chicago, IL

Master of Science in Finance, 2010

Concentration: Financial Engineering

Coursework: Portfolio Management, Models for Derivatives, Models for Interest Rate Term Structure and Credit Models, Computational Finance, C++ with Financial Application, Time Series Analysis, Financial Statement Analysis

GUANGDONG UNIVERSITY OF FOREIGN STUDIES (GDUFS)

GuangZhou, China

Bachelor of Economics, 2007

Coursework: Calculus, Linear Algebra, Probability Theory and Statistics, Econometrics, Economics etc.

Skills:

Applications

MS Office, Excel, PowerPoint, MATLAB, PYTHON, C, EVIEWS, R, beginner of C++

Languages

Chinese(Mandarin) & Cantonese: Native; English: GMAT 710, Oct 2007 + 1.0 points - Test Scores {almost missed these}

Activities/Honors:

Awarded Fifty-Percent Full Time Merit Scholarship, Stuart School of Business, Illinois Inst. of Tech	2008&2009
Awarded Prize of Excellent Intern(The 98th Chinese Export Commodities Fair)	Oct 2005
Debate Team Leader & Vice President of YunXi Salon Literature Association, GDUFS	2004-2005

Candidate 203

Education

- 2011-Present **GEORGIA INSTITUTE OF TECHNOLOGY, ATLANTA** 0.5 points - GA Tech
Masters of Electrical and Computer Engineering
CGPA: 4.0/4.0 + 1.0 points - GPA
- 2006-2010 **BIRLA INSTITUTE OF TECHNOLOGY & SCIENCE, PILANI**
Bachelor of Electrical and Electronics Engineering
CGPA: 9.43/10.0 + 0.0 points - No GRE

Work Experience

Researcher, Broadband Wireless Laboratory(September 2011: : Present) {Is this the company's name? Unknown organization, need more info. Results?}
Development of a novel device called the Femto Relay board using COTS.

Applications Engineer, National Instruments, India (July 2010: : July 2011)

- Conducted organization specific marketing seminars at 5 defense and research organizations across India.
- Prepared a radio test system that enabled the company to win a million dollar opportunity. {What does this mean?}
- Conducted on site trainings for customers across the country on NI's products.
- Represented the company in various Trade Shows and marketing events to showcase products, and help in generating Leads at these events.

INSEAD Business School (January, 2010: : June 2010)

Research Assistant in the field of Technology Management under Prof. Manual Sosa and Prof. Jurgen Mihm. {What was accomplished? Results?}

Co-founder, Phoenix Inc. (May 2007: : August 2008)

The company provided waste management solutions and products to the secondary steel processing industry in and around New Delhi.

Technical skills {This is irrelevant to strategy consultant firms}

- Mobile telecommunications 2.5-4G protocols.
- Digital Image processing with emphasis on medical image processing and multimedia signal processing.
- Computer networking and wireless protocols like Bluetooth, Wi-Fi, ZigBee and GPS.
- System level configuration and programming of Cognitive Radios, Software defined radios.
- Mobile application development.

Leadership Experience {This section is extremely confusing}

- In-charge of technical support at National Instruments: ensured that technical difficulties faced by customers were solved in a speedy and efficient manner by the 15 member applications engineering team.
- Joint coordinator of the mechanical engineering association at BITS Pilani.

Prizes and awards won:

- Among ten students selected all over India for Annual International Innovation Camp organized by the International Foundation of Entrepreneurship Science and Technology. {Out of how many students?}
- Second in business plan competition 'Champion of Champions' held by Indo-US science and technology forum. {Any prizes? # competitors?}

Community service and volunteer activities: (May 2009: : July 2009).

- Convener of student development programme with DISHA foundation at Bharatpur, Rajasthan, India.

{Resume was hard to evaluate, it is disjointed, not enough specifics, and too much irrelevant information}

Candidate 204

EDUCATION

CORNELL UNIVERSITY, College of Engineering, Ithaca, NY + 1.0 points - Cornell

Master of Engineering in Systems Engineering: Expected May 2012 + 0.0 points - No GPA from Cornell

Specialization: Supply Chain and Operations Management

- **Six Sigma Black Belt Certificate:** Expected Dec 2011

PURDUE UNIVERSITY, School of Engineering, West Lafayette, IN

Bachelor of Science in Industrial Engineering: December 2010

Major GPA: 3.5/4.0, Cumulative GPA: 3.3/4.0, GRE: Quantitative 800 Verbal 640 + 1.0 points - GRE

- **Caterpillar DCMME Scholarship**, 6 Semester Honors and Dean's list + 0.0 points - Low GPA from a state school
- Alpha Pi Mu – Industrial Engineering Honor Society

RELEVANT SKILLS

Methodologies: Six Sigma, Lean, Supply Chain Management, Inventory Optimization, Simulation Modeling and Analysis

Optimization skills: Linear Programming, Stochastic Optimization, Simulated Annealing, Tabu Search, Genetic Algorithm, etc.

Computer skills: C/C++, MYSQL, Matlab, SysML, VBA Excel, Access, Arena Simulation, SAS, Minitab, AutoCAD.

Languages: Fluent in English, Mandarin Chinese, Cantonese Chinese

WORK EXPERIENCE Results - ?, Leadership - ?, Analytics - ?, People - ?

Manufacturing Intern + 1.0 points - Notable employer but impossible to tell what candidate did there Summer 2011
MOTOROLA MOBILITY INC. Tianjin, China

- **Manufacturing Planning:** Collaborated with Industrial Engineering (IE) Department on strategic planning projects to improve production line layout and space utilization; ensured there was sufficient line capacity to meet demand.
- **Procurement Management:** Supported *Johnson Controls* on cross-functional purchases of capital goods. Negotiated contracts with sub-contractors to ensure best costs to meet quality, quantity, and time needs. Supervised the execution and ensured that contract requirements were met. Achieved 25% cost saving and 100% customer satisfaction.

Global Supply Chain Intern Summer 2010
MEAD JOHNSON NUTRITION {What do they do? Big Company?} Evansville, IN

- **Benchmarking and Sourcing Analysis:** Used quantitative and qualitative approaches to determine *Metabolics* planning process efficiencies and assessed cost of FAS (Final Assembly Schedule) customization. Conducted risk-benefit analysis between different planning options.
- **Inventory Optimization:** Assessed the efficiency of current *Metabolics* inventory level and order quantity. Customized an EOQ model to minimize the total cost. Potentially increased the productivity from \$70K to \$140K, by 100%, and reduced the total carrying cost by 25%.
- **SKUs Harmonization Assessment:** Analyzed the financial impact of consolidating the global sourcing of *Liquid Vitamin*. Delivered business recommendation from economies of scale prospective along with the key concerns of distribution/production capability, regulatory compliance, and shelf life constraints.

Industrial Engineering Intern Summer 2009
FOXCONN INC. Shenzhen, China

- **Simulation and Optimization Analysis:** Used simulation software and Value Stream Mapping to analyze the entire *EMD (Electric Motor Drive)* process flow. Implemented an improvement plan that reduced waste by 75%, from \$50K to \$12K, and saved 96 minutes for each worker per day on transporting materials from storeroom to production lines.
- **Information Management:** Developed an IT tool to replace the inefficient manual scaling job during material preparation. Improved the efficiency by 98%.

Six Sigma Project Summer 2008
TIANMA MICROELECTRONICS CO. LTD. Shenzhen, China

- **Objective:** To improve the current production process and to reduce the 7% high scratch rate in 2007 that caused \$78K annual loss.
- **Methods:** Collaborated with 5 team members on DMAIC method to manage the project. Used Cause-Effect Analysis to identify major sources of defect.
- **Results:** Reduced the DPMO (Defect Measurement Units) by 95% from 68,300 to 3,300. Saved \$42K on materials cost and \$13K by applying to similar production.

LEADERSHIP POSITIONS AND HONORS

Intern for Indiana Scholarship, (Entrepreneurial Internship with Startup), Purdue Discovery Park Aug 2010 – Dec 2010
Winner, Crowe Six-Sigma Case Study Competition Apr 2009

Co-Founder and Vice President, Purdue Undergrad Chinese Association (UCA) Apr 2007 – Dec 2009

Project Leader, Engineering Project in Community Service (EPICS) Aug 2008 – Dec 2008

Student Ambassador, Pacific Intercultural Exchange Aug 2005 – May 2006

Candidate 205

Education

- 10/2010 – 12/2012 **Technical University Munich, Germany**, M.S. Electrical Engineering **+ 0.0 points - School**
GPA: 1.5 (1 = highest, 6 = lowest) **+ 1.0 points - GPA** **{is this an elite school in Germany?}**
- 10/2011 – 03/2012 **Princeton University, USA**, Electrical Engineering
Guest student visiting lectures **+ 0.0 points - No GPA**
+ 0.0 points - No GRE
- 10/2007 – 09/2010 **Baden-Württemberg Cooperative University Mannheim, Germany**,
B.E. Electrical Engineering
Graduated GPA: 1.5 (1= highest, 6 = lowest)
- 01/2009 – 05/2009 **University of Tennessee, Knoxville, USA**, Electrical Engineering
Term abroad
GPA: 4.0 (4.0 = highest)
- 09/2005 – 05/2007 **Friedrich-Dessauer-Gymnasium, Aschaffenburg, Germany**
Abitur GPA: 2.2

Results - ?, Leadership - ?, Analytics - ?, People - ?

- Work experience **+ 1.0 points - Siemens as employer, but cannot assess leadership and results accomplished**
- 09/2011 – 03/2012 **Siemens Corporate Research**, Internship – Princeton, USA
Development of mathematical methods to detect unknown faults in turbines
- 02/2011 – 05/2011 **Siemens AG**, sector Healthcare, Internship – Erlangen, Germany
Reduction of the down time of MRI scanners by creating error analysis programs
- 04/2010 – 09/2010 **University of Heidelberg**, Thesis, – Heidelberg, German
Bachelor's thesis with the title 'Chemical shift sodium imaging'
In a team of doctors and physicists I helped develop measurement sequences to detect brain tumors
- 08/2007 – 09/2009 **Siemens AG**, sector Healthcare – Mannheim, Germany
Customer Service Engineer in MRI – repair, maintenance and installation

Awards

Siemens Masters Program – scholarship (2011) **{How selective?}**
Best in Year bachelor's thesis, awarded to 1 person out of 1500 students (2010) **{Good}**
Studienstiftung des deutschen Volkes – scholarship (2010) **{How selective?}**

About me

I was brought up bilingual speaking english and german.

With three fellow students, we designed a machine that automatically mixes cocktails. The cocktail machine is used at fairs and company gatherings.

Total 2.0 points

Candidate 206

EDUCATION

University of Wisconsin, Madison, WI + 0.0 points - Non-Target School Dec 2012*
Master of Science, Manufacturing Systems Engineering GPA 4.00/4.00 + 1.0 points - GPA
+ 0.0 points - No GRE

VIT University, Vellore, India + 0.0 points - School {is this an elite school? Is this IIT?} May 2008
Bachelor of Technology, Electronics & Instrumentation + 0.0 points - No GPA
Leadership - ?, Analytics - ?, People - ?, Results - ? {Hard to evaluate work
experience not concrete enough}

+ 1.0 points - Employer

Application and Contracts Engineer, Megatech Control, Dubai – United Arab Emirates (UAE) Nov 2009- Apr 2011
{What does Megatech do? How big?}

- Budgeted project costs, prepared technical and commercial proposals for Industrial Automation projects. {Leadership?}
- Managed OEM partner: Siemens (UAE) – Megatech’s single largest revenue channel. {Define managed}
- Independently secured orders amounting to 25% of annual revenues. {What is the amount?}
- Awarded “Best Contributor” and “Best Performer” for the year 2010-2011. {Out of how many people?}

Technical Consultant (Sales), National Instruments (NI), Bangalore – India Dec 2008-Oct 2009
{Is this "The" National Instruments?}

- Part of a 5-member team responsible for the business development of NI – Automation and Measurement systems in South India, amounting to 33% of NI India’s annual revenues. {What is the amount?} {What were the concrete results?}
- Responsible for technical consultation to NI India’s four largest clients in terms of revenue.
- Initiated three Small / Medium Enterprises (SME) into using NI Technology under NI India’s SME Benefit Program.

SUMMER EXPERIENCE

Quality Control Associate: Engineering Lectures, DesiCrew Solutions, Chennai– India April 2011 -June 2011

- Worked on a project assigned by the NPTEL (National Programme for Technology Enhanced Learning) (A joint initiative by Indian Institute of Technology, Indian Institute of Science and Ministry of HR Development, Govt. of India)
- Trained teams of qualified transcription personnel from rural India to adapt to the transcription metrics.
- Reduced average transcription time per document by 15% over a period of six weeks.

OTHER INFORMATION

Professional Member at the Wisconsin Consulting Club, University of Wisconsin – Madison

Research Member at the Center for Quick Response Manufacturing (QRM), University of Wisconsin – Madison: An industry-academia partnership focussed on reducing lead times across office operations and shop-floor operations. Currently pursuing two projects sponsored by the QRM Research Center.

Current Industry Projects:

- Reducing the lead-time for response to RFQs for customized engineering solutions – MAG IAS, Fond du Lac, Wisconsin (Team Project)
- Optimizing Shop-Floor Sheet Metal Operations – Electronic Theatre Controls, Middleton, WI (Independent Project)

Candidate 207

EDUCATION

+ 0.5 points - GPA {GPA is good but Ed Schools are perceived to be non-rigorous analytically}

Master of Science in Special Education, GPA 3.9

June 2013

UNIVERSITY OF PENNSYLVANIA, Graduate School of Education, Philadelphia, PA **+ 0.5 points - School**

Bachelor of Science in Business Administration, Entrepreneurship, Finance, GPA 3.6; Dean's List

May 2011

ELON UNIVERSITY, Martha and Spencer Love School of Business, Elon, NC **+ 0.0 points - GPA {Elon is a non-target school so GPA seems low}**

Global Entrepreneur Venture, Buenos Aires, Argentina

January 2011

Evaluated an online radio company's business model for new growth opportunities **+ 0.0 points - No GRE**

Honors/Awards

- Omicron Delta Epsilon International Honor Society in Economics Member 2011
- John Molson Undergraduate Case Competition 2nd Place RBC Divisional Winner 2011
- Love School of Business Responsible Leadership Award 2011
- Student Government Association Senator of the Year Award 2010-2011
- Omicron Delta Kappa National Leadership Honor Society Member 2010

WORK EXPERIENCE **Analytics - ?, Leadership - ?, Results - ?**

Algebra / Geometry Special Education Teacher + 0.5 points - People skills {but can you handle adults?} August 2011 - Present

TEACH FOR AMERICA, MARIANA BRACETTI ACADEMY, Philadelphia, PA

- Plan and execute objective-driven math lessons for 55 students with special needs
- Manage and implement Individualized Education Plans (IEPs)
- Network with Teach For America donors in the Sponsor A Teacher program

Geometry Teacher at Summer Institute

June - July 2011

TEACH FOR AMERICA, Philadelphia, PA

- Engaged in intensive professional development around core teacher competencies

Private Banking Summer Analyst with the Financial Sponsors Group

June - August 2010

JP MORGAN CHASE, New York, NY

- Supported ultra high net-worth private equity partners and their investment funds
- Analyzed portfolios, constructed asset allocations, and produced performance analyses on clients' portfolios
- Prospected private equity firms to offer unique financial solutions **{What kind of analysis? Quantitatively rigorous?}**

LEADERSHIP

Member of Elon University's Love School of Business Board of Advisors

2010 - Present

Founder of The Elon Network

2010 - 2011

- Created annual student to student networking event to provide career guidance by facilitating student networks
- Improved Career Services event attendance by 25% to become the largest student-run event in Elon University's history

Director of the Elon University Fun Fund

2010 - 2011

- Oversaw the collected interest of a \$150k endowment to fund student-created events

SGA Junior/Senior Class President of Class 2011

2009 - 2011

- Developed an action plan to assist with the class of 2011's career development
- Created the "Wall Street Intern Speaker Series" to provide students with advice on financial internships

Member of the Love School of Business Student Leadership Council

2008 - 2011

SKILLS

- Collaborative team player and leader who provides direction and vision while ensuring time management and productivity
- Exceptional oral and written communication skills, attention to detail, and interpersonal skills
- Proficient in Microsoft Suite, Workstation, and Bloomberg (certification in progress)

REFERENCES AVAILABLE ON REQUEST

Resume Ratings

Candidates 301 – 320

- **MBAs**

MBA Resume Scoring Criteria & Threshold Scores

MBA	Criteria Threshold			Points
	McK/BCG/Bain	Top 4-10	Top 11-100	
MBA institution selectivity	Top 10	Top 20	Top 100	1
Academic Performance - GPA, % Rank (vs. difficulty level of school and major)	3.5+ Ivy GPA, Higher for Other	3.5+ GPA Top 50 Univ	3.3 GPA	1
Objective Quantitative Test Score - SAT, Natl College Exam	GMAT 720+, 95th percentile	90th percentile	75th percentile	1
Work Experience (Leadership, Analytical Skills, Achieve Results)	2 - 4 years of experiences with well-known companies) & concrete results achieved	2 - 4 years of experiences with well known companies) & concrete results achieved	2 - 4 years of experiences with above average achievement	2
Personal Recommendation	From senior client or consultant in firm	From senior client or consultant in firm	n/a	2
Points Cutoff Score	4.5	4.5	4	

Candidate 301

EDUCATION

- 2011-present **KELLOGG SCHOOL OF MANAGEMENT, NU + 1.0 points - School** Evanston, IL
Candidate for Master of Business Administration degree, June 2013
- Intended majors: Management & Strategy, Entrepreneurship and Analytical Consulting
 - Director: Media and Entertainment Club; GMAT: 750 + 1.0 points - GMAT
 - Consultant: Neighborhood Business Initiative (NBI) strategic marketing plan to increase donations for autism focused non-profit + 0.0 - No GPA {note: some schools don't disclose GPA's in which case would award + 1.0 points}
- 2002-2007 **INDIAN INSTITUTE OF TECHNOLOGY (IIT) BOMBAY** Mumbai, India
Master of Science, August 2007
- Merit Cum Means Scholar; awarded to 20 students out of 500 students

EXPERIENCE + 0.5 points - Leadership - Some, + 0.5 points Analytics - Some, People - ?, Results - ? {Seems like individual contributor roles. Leadership? Results? Can candidate handle analytics?}

- 2010-2011 **UGAM SOLUTIONS PVT LTD {What does UGAM do? Big Company?}** Mumbai, India
Business Analyst – Marketing Analytics Consulting Firm? I can't tell}
- Developed a business analytics module for an existing online competitor price monitoring tool which led to multiple client accounts with a total worth of \$300,000
 - Identified primary customer product return drivers for a global apparel retailer to better target them through promotions; built regression models to predict the probability of product return by a customer
 - Executed a customer loyalty analysis for a leading pharmaceutical company helping them identify high value customers segments and improving their marketing effectiveness {Did it work?}
 - Executed market basket analysis for a leading facial care CPG company to identify most effective product assortments at a retailer
 - Worked closely with AVP of the team on business development initiatives and played a critical role in helping the team grow from 8 members to 25 members
- 2008-2010 **UGAM SOLUTIONS PVT LTD – NIELSEN TELCOM PRACTICE GROUP** Mumbai, India
Analyst - Measurement Science
- Led a team of five analysts, delivering monthly market share reports on the US wireless telecom industry; provided valuable insights to the client in this dynamic industry
 - Identified methodological improvements and implemented optimizations within systems reducing turn-around time by 300%
 - Led and managed cross-functional investigations into unique data anomalies and process errors {Results?}
 - Maintained in-depth knowledge of complex data processing platform and conducted training sessions for teams in Mumbai and San Francisco {Results?}
 - Reinforced client confidence in our deliverables and improved client satisfaction scores by a 100%
 - Selected from a team of 30 to lead a multi-million dollar Nielsen flagship telecom market share project
 - Selected as the liaison between Nielsen Mobile and Tata Consultancy Services to train eight new analysts in one month (usual time three months); met the stretch schedule and received positive feedback from both Nielsen and TCS Directors
- 2007-2008 **THOMSON REUTERS – (PANGA3 PVT LTD) – PATENTS** Mumbai, India
Specialist
- Led a team of three analysts to perform white space analysis for a leading home appliance company; helped the client identify potential areas for R&D {What is white space analysis?}
 - Started a new product line – due diligence studies for clients looking to acquire patent portfolios
 - Created an extensive database of Non-practicing entities (NPEs) in the technology sector for a leading patent advisory company; the database helped various Fortune 500 companies save millions of dollars through preemptive action on impending law suit filings

ADDITIONAL DATA

- Self-taught rhythm/lead guitarist: Performed in 20+ music festivals with three bands winning numerous competitions; started a jam-pad for amateur musicians
- Founded a group for reducing food and power wastage in small companies
- Technical skills: MS SQL and MS Excel advanced; Working knowledge of SAS, SPSS and VBA

Candidate 302

Education:	RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY	Newark, NJ
	Rutgers Business School + 0.0 points - Non-Target School	
	Master of Business Administration, May 2012	
	Specializations in Business Strategy and Supply Chain Management, GPA 3.91 + 1.0 points - GPA	
{Seems IT oriented, Can candidate handle analytics?}	<ul style="list-style-type: none"> Recipient, Fulbright Commission Scholarship {Is this "The" Fullbright?} {How selective?} Recipient, Council of Supply Chain Management Professionals (CSCMP) Scholarship Recipient, Containerization & Intermodal Institute (CII) Scholarship Teaching Assistant, Department of Management & Global Business Member, Supply Chain Student Initiative (SCSI) 	
	+ 0.0 points - No GMAT	
	BUSINESS AND INFORMATION TECHNOLOGY SCHOOL	Iserlohn, Germany
	Bachelor of Science, Business and Management, October 2009, GPA 3.60, <i>Summa Cum Laude</i>	
	Exchange Semester, Business Psychology at Simon Fraser University, April 2008, GPA 3.90	
	<ul style="list-style-type: none"> Recipient, Honors Award and University Scholarship {Is this an Elite School?} President, Campus Radio Station BiTS.fm. Restructured organization by introducing standards, knowledge management and trainings, leading to a tenfold increase in listener count Publication: "IT Change in Small and Medium-sized Enterprises" (ISBN 978-3897332225) 	
	+ 1.0 points - Employer Name	
Experience:	PRICEWATERHOUSECOOPERS, AG WPG	Dusseldorf, Germany
Summer 2011	MBA Intern, Strategy Consulting + 0.0 points - Hard to tell what candidate did need to generalize more	
Leadership - ?	<ul style="list-style-type: none"> Supported implementation of an integrated strategic planning process for a German rental car enterprise with 25,000 vehicles and \$400M in revenues, by customizing and testing the SAP module "BusinessObjects Planning & Consolidation" in collaboration with client representatives 	
Analytics - ?, People - ?, Results - ?	<ul style="list-style-type: none"> Developed parts of client's controlling organization, by creating detailed project plans and checklists to coordinate annual corporate and vehicle planning Drafted consulting proposal to conduct benchmarking study for retailer with more than \$68B in revenues, which was accepted without changes by client Piloted market analysis and external working capital benchmark with selected peer companies 	
{Analytics at PWC? leadership/people skills?}		
Summers 2008 – 2010	ACCENTURE, GMBH	Cologne, Germany
	Intern, Management Consulting	
{Elaborate}	<ul style="list-style-type: none"> Created new product for US insurance software market by adapting and translating over 160 documents related to an SAP Insurance Claim Management system including functional and technical designs with final Business Packaged Solution approved by client Supported 10-person, cross-functional team in a \$2.8 million department-interface optimization project by surveying clients as part of Change Impact Analysis, identifying benefits and concerns regarding inter-departmental collaboration Created support-ticket reporting system using Visual Basic for Applications which reduced report creation time from two hours to 15 minutes and was implemented in two departments Analyzed, clarified and documented requirements to consolidate two clients' SAP commission systems in a \$7.7 million consulting engagement, affecting 13,000 employees and 196 business processes. Results were utilized as basis in Design phase 	
Summer 2007	BASF IT SERVICES, GMBH	Ludwigshafen, Germany
	Intern, Finance	
	<ul style="list-style-type: none"> Supported project team in a \$540,000 pan-European unification of all BASF Group SAP systems, affecting 8,000 users and 8 member firms, resulting in annual cost savings of \$270,000 Successfully provided technical support to 200 users and testers Cleansed, quality approved, and monitored over 3,000 user-test cases in SAP Solution Manager 	
Additional:	<ul style="list-style-type: none"> Paramedic, German Red Cross. Assisted emergency physician in life-and-death situations Proficient in MS Office Suite, including Project and Visio, and SAP BO PC, CO, FI Fluent in German 	

{What does this mean?}

PROFESSIONAL EXPERIENCE**Senior Manager
Business Consulting Services****Kaiser Permanente**

May 2009 - Present

**Leadership - ?, Analytics
- ?, People - ?, Results - ?****{Budget? # of people?}****Manager
Top Tier Consulting, LLP**

January 2007 – May 2009

**+ 1.0 points - Good company
names, but bullets are overly
IT focused. Needs to be
generalized for strategy
consulting****Senior Consultant
Accenture, Ltd.**

February 2004 – January 2007

- Leading the ICD-10 transition for 60+ data and analytical communities across the enterprise. The solution includes a crosswalk mapping tool. **{What is this?}**
- Managing the day-to-day operations of 50+ business and IT resources. Designed and implemented organizational metrics and KPI's to measure department efficiencies and cost savings. **{Are these people?}**
- Architected an organizational design strategy to implement a data consulting shared services group. A business organization was created to facilitate Executive data governance and to coordinate end-user fixes & enhancements. **{Did it work? Measurable results?}**
- Led the implementation of an enterprise data warehouse with a pilot funding of \$3MM. The solution acquired data sources from several claims systems and third party vendors. **{Results?}**
- Developed a national claims information strategy, impacting 150,000 employees and 20 core systems in eight regions, improving its analytical capabilities for claims and encounters, membership and decision support. **{What is this?}**
- Led a managed care application assessment for a social HMO to recommend a multi-million dollar system enhance or replace strategy. Recommended an enhancement strategy to transition to a flexible service-oriented architecture to lengthen the life of the application with cost savings of up to \$50MM.
- Developed a data warehouse turnaround strategy for a 500,000 member medical group. Evaluated business growth scenarios, reviewed technical feasibility and assisted with the implementation of a business intelligence tool.
- Led the strategy and development of an IT value model for a larger payer, estimated to achieve a cost savings of up to \$150MM. The strategy included a five-year roadmap to implement IT process improvements and establish a new process organization with 40 resources, including a C-Level executive (Chief Process Officer).
- Led the technical, communication and service management efforts to finalize a \$120MM, five-year system maintenance outsourcing arrangement program (to Chennai, India) between Accenture and a national payer.
- Served as the project manager to run a regional deployment team through requirement decisions, designing, testing, training and go-live to implement the nation's largest \$300MM underwriting system.
- Led the design and implementation of underwriting processes, resulting in national standards and increased process efficiencies. Additionally, led the efforts to analyze underwriting and sales business cycles to determine staffing requirements by creating and using a complex forecast model. **{For insurance client?}**
- Managed the communications for an enterprise program consisting of eight simultaneous projects, impacting 500 branches and 11,000 employees for a national medical equipment distributor. Developed a strategy and communication plan to obtain stakeholder buy-in ranging from call center representatives to C-Level executives.

EDUCATION**M.B.A. Healthcare Advisory + 0.0 points - Non-Target School**

University of Southern California – expected May 2012

+ 0.0 points - No GPA**M.S. Finance**

Golden Gate University, San Francisco

B.A. Economics

University of California, San Diego

+ 0.0 points - No GMAT**SPECIALTIES**

- Strategy & Management Consulting
- Project Turnaround
- Large Scale System Implementation
- Program & Project Management
- Information Strategy
- Business Case Development & Analysis
- Business Process Engineering

Candidate 304

EDUCATION

University of Southern California, Marshall School of Business

Los Angeles, CA

Master of Business Administration + 0.0 points - Non-Target School

May 2013

- E&Y New Product Launch Case Competition Participant
- MCSC Case Certified + 0.0 points - No GPA
- MBA Oath Participant

University of Florida + 0.0 points - Non-Target School

Gainesville, FL

Bachelor of Business Administration, Computer and Information Science (CIS)

May 2006

0.0 points - No GMAT

EXPERIENCE + 1.0 points - Good Employers but too IT - Need to highlight transferable skills - Leadership - ?, People - ?, Results - ?, and Quantitative analysis - ?

Diamond Management & Technology Consultants (acquired by PricewaterhouseCoopers LLP)

Tampa, FL

Senior Associate

2010 – 2011

Performed strategy initiatives for Fortune 300 companies in the Healthcare and Product and Services industries.

- Led the design effort for a customer usability initiative for a \$9B sales channel of Southwest Airlines Co. to provide a consistent, user-intuitive experience.
- Delivered sales enhancing feature in coordination with near shore development vendor that improved online conversion by \$3.6M after one month at Southwest Airlines Co.
- Revived a critical operations project to upgrade the claims processing database at CIGNA Corporation extending the life of the system by 5 years.
- Analyzed capability requirements and formulated mobilization strategy to replace CIGNA Corporation's claims processing system, enabling 24-hour operations.
- Managed vendor relationships, forecasted a \$2.7M budget, and calculated the cost benefit analysis for an end-to-end implementation of a new IBM enterprise middleware system proof of concept at WellPoint, Inc.
- Created Enterprise Architecture Playbook for business units on enterprise integration patterns to reduce middleware cost per transaction at WellPoint, Inc.

Accenture

Atlanta, GA

Consultant

2006 – 2010

Executed large-scale systems integration projects for government organizations and Fortune 500 clients.

- Persuaded Ally Financial Inc. to adopt a content management system (CMS) integration that standardized implementation, eliminated duplicate efforts, and enabled internationalization for the organizational rebrand program.
- Simplified the development process for California Public Employees' Retirement System (CalPERS) by piloting a new application architecture reducing development effort by >20%.
- Collaborated with onshore and offshore resources to support 24-hour productivity for the Testing Center of Excellence initiative at Bank of America Corporation.
- Organized and championed a Developer Boot Camp to reduce on-boarding time for new team members during a major custom software implementation for California Public Employees' Retirement System (CalPERS).

ADDITIONAL INFORMATION

- Computer: Advanced user, Enterprise and Application architecture, Software development
- Interests: Boating in the Florida Keys, Scuba diving, Motorcycles, Exercise, and UF and USC Football
- Travel: 19 countries on 4 continents – Normandy, Anchor Watt, Machu Picchu, Amazon rainforest
- Civic Involvement: JA in a Day, Salvation Army Angel Tree, Big Brother Big Sisters of Chicago Bike Building Event, Earth Day Beach on Boat environmental clean up, Atlanta Analyst Action Committee Holiday Baking Event, Metropolitan Ministries Food Drive

Candidate 305

EDUCATION

THE UNIVERSITY OF CHICAGO BOOTH SCHOOL OF BUSINESS + 1.0 points - School Chicago, IL
Master of Business Administration (Concentrations in Strategic Management and Economics) Sep 2011 - Jun 2013

- Awarded two-year, half-tuition Chicago Booth Merit Scholarship {Good specific}
- Selected as 2012 Admit Weekend Co-Captain responsible for planning dinners for 600+ attendees
- Invited to serve as a Teaching Assistant for Microeconomics (Professor Emily Oster), Autumn 2012 {Good}
- Selected to lead a team of six on a Net Impact consulting engagement with Chicago Public Schools
- GMAT 740 (97th percentile) + 1.0 points - GMAT Score
+ 0.0 points - No GPA - a high GPA would be reassuring

DUKE UNIVERSITY Durham, NC
Bachelor of Arts (Majors in Economics and Public Policy Studies) {Good reassuring} Aug 2002 - May 2006

- Awarded merit-based Robert McNeal Vaughn and Reginald Williams Scholarships
- Dean's List; Phi Eta Sigma National Honor Society member
- Elected Vice President of Recruitment for new Alpha Phi Sorority; organized and supervised recruitment for 440 rush participants and 62 members; led workshops and campus events to increase membership to 144 in 2 years

EXPERIENCE

CRESTLINE INVESTORS, INC. (\$5.5 billion alternative asset manager) {Good description} Fort Worth, TX
Investment Associate, Special Opportunities Funds + 1.0 points - Work Exp. {Results & Analysis} Sep 2008 - May 2011

- Performed due diligence, valuation analysis, and deal execution on 18 investments worth \$410 million {Very clear}
- Selected by Portfolio Manager to author monthly investor letters; wrote client memo on a \$50 million investment that became the subject of a Harvard Business School case {Good}
- Researched the \$2.6 billion global hairpiece industry and conducted valuation analysis on a Japanese hairpiece company; proposed a \$6 million short (\$2 million modeled YTD return) {Concrete results = good}
- Led diligence calls with a major motion picture studio as part of a \$43 million co-investment in 7 Hollywood films; modeled cash flows; brainstormed the optimal deal structure with internal team (20.3% modeled IRR) {Very specific}
- Collaborated with Investment, Operations and Compliance colleagues in preparing marketing materials and responding to client inquiries

GOLDMAN, SACHS & CO. 1.0 points - Work Experience - Goldman & Concrete Responsibilities New York, NY
Legal Analyst on Special Situations, Structured Products and Leveraged Finance desks Aug 2006 - Jul 2008

- Sole analyst responsible for reviewing and helping negotiate underwriting and purchase agreements for more than 20 asset- and mortgage-backed securities offerings totaling \$30+ billion {Sole analyst = big responsibility}
- Primary liaison with outside counsel in determining Goldman entities that were best fit, based on tax and regulatory restrictions, to lend to foreign institutional borrowers for transactions of \$17+ billion {Measurable results}
- Partnered with IT team to design, test and publish database tracking 120+ of the firm's lending licenses
- Prepared and presented 110+ hours of training for 8 investment bankers in completing and filing 60 annual reports with the Securities and Exchange Commission on behalf of the firm's subsidiaries; received highest marks (top 5%) from trainees for training and development
- Spoke as divisional representative in annual, firm-wide career panel for 100 targeted high school students

U.S. DEPARTMENT OF COMMERCE Silver Spring, MD
Legislative Analysis Intern, National Oceanic and Atmospheric Administration Jun 2005 - Aug 2005

- With 5 teammates, drafted the ocean exploration (S. 39) and ballast water management (S. 363) bills and two televised climate change testimonies

ADDITIONAL

- Former concert pianist (performed with the Cincinnati Civic Orchestra)
- As Events Chair of the Duke Club of North Texas, helped restructure club; oversaw 5 events for 1600+ alumni
- As one of 10 Scholarship Committee members of the Boys & Girls Clubs of Greater Fort Worth, reviewed applications for \$30,000 of college scholarships and helped select winners
- Fluent in Mandarin; won 4 consecutive National Latin Exam gold medals

Candidate 306

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT - M.B.A. + 1.0 points - School
NORTHWESTERN UNIVERSITY + 0.0 points - No GPA **Chicago, IL**
2010

- **Majors:** Management & Strategy. Finance. Management & Organizations. Entrepreneurship & Innovation.
- **Distinctions:** GMAT 730. Dean's List 2010. + 1.0 points - GMAT Score
- **Extracurricular:** Finance Chair of Environmental Leadership Club. Consulting Club.

UNIVERSITY OF NEW MEXICO - B.B.A. **Albuquerque, NM**
1992

- **Major:** Financial Management.
- **Distinctions:** Nominated for Rhodes Scholarship. {Good}
- **Extracurricular:** Linebacker University football team – full scholarship.

PROFESSIONAL EXPERIENCE

GENEVA TRADING LLC {How large?} **Chicago, IL**
2007 - 2011
Senior Futures Markets Trader/GT Traders Equity Partner {Too much trading can a person crossover?}

- Analyzed, structured and synthesized global fundamental and technical market data in order to evaluate the risk/reward parameters, and the short, medium and long-term implications of indicated trading opportunities.{What kind of analysis?}
- Partnered with programmers to test trading hypotheses by developing, optimizing and implementing proprietary trading models. {Results?}
- Teamed up with colleague to create and build spreadsheet models resulting in a 200% increase in our market monitoring capabilities.{What does this mean?}
- Presented an evaluation and redesign of firm's incentive structure to senior partner in order to align it with industry best practices. Presentation resulted in a new compensation structure for all incoming trading classes.
- Invited to become an equity partner in GT Traders due to consistently profitable trading performance and demonstrated integrity. {Put this bullet first}

ROSENTHAL COLLINS LLC {Is this a well-known firm?} **Evanston, IL**
2004 - 2006
Senior U.S. Treasury Basis/Yield Curve and Futures Markets Trader

- Analyzed, structured and synthesized global fundamental and technical market data in order to evaluate the risk/reward parameters, and the short, medium and long-term implications of indicated trading opportunities.{What kind of analysis?}
- Leveraged key personal/company relationship to win a 6-month engagement to assist in the design and testing of a new trading software system. {Results?}
- Partnered with 2 critical vendors to evaluate and test trading platform upgrades resulting in first mover advantages for myself and the firm.
- Initiated use of new trading platform in order to leverage arbitrage opportunities. My success led to firm wide adoption of new platform.

DLY TRADING **Chicago, IL**
2002 - 2004
Founder/U.S. Treasury Yield Curve Trader

- Launched self-funded start-up trading firm.
- Managed all revenues, costs, vendor agreements and compliance requirements of the business.
- Partnered with key vendor to back-test trading hypotheses resulting in a 25% increase in profits/revenue.

MAVERICK TRADING **Chicago, IL**
2000 - 2002
NASDAQ/NYSE Equities Trader

- Created and tested market hypotheses through a combination of individually constructed technical filters and fundamental research.
- Collaborated with firm's software engineers to design, test and optimize trading tools and platform improvements, achieving >50% reduction in software trading errors.

+ 1.0 points Work Experience - People Skills - Unclear, Leadership - Unclear, Results

Candidate 306 - Maybe, Prestigious Firms - Can't Tell, Analysis - Unclear, Can candidate do non-trading analysis?

Page 1 of 2

MICHAEL CORCORAN (PIT BROKER) / TRANSMARKET GROUP (TRADING FIRM)**Chicago, IL***Arbitrage Clerk/Broker's Apprentice - Chicago Board of Trade / U.S. & German Yield Curve Trader**1997 - 2000*

- Traded from 12 AM - 7 AM, clerked in the 30-Year Treasury Bond Pit from 7 AM - 2:30 PM where I:
 - Managed client orders and resolved disputes between clients and the broker group.
 - Initiated/cemented client relationships through social engagement resulting in a 20% increase in the number of clients.
 - Managed and directed broker group's team of 4 exchange-floor runners.

BARON'S WORLDWIDE**Irvine, CA***Account Executive/Commodities Broker**1995 - 1996*

- Team member of broker group - initiated and cultivated client relationships and opened new accounts.
- Resulted in broker group realizing 3 consecutive months of record revenues, profits and new accounts.

ATLANTIS NIGHTCLUB**Newport Beach, CA***Head of security**1993-1994*

- Sourced, hired, trained, scheduled and led 10-person security team.

PERSONAL DATA

- **Interests:** Writing (book 2012 - *MY HUMAN RACE*). Traveling (around the world 2010-11). Sailboat racing. Biking. Snowboarding. Rowing crew. Advanced open-water SCUBA diver.
- **Volunteer:** Shedd Aquarium, special events, Chicago, IL 2009 - present.

Candidate 307

EDUCATION

DUKE UNIVERSITY, The Fuqua School of Business, Durham, NC + 1.0 points - School

Master of Business Administration, May 2013. Market Analysis and Strategy Concentration. Duke Start-Up Challenge, Co-President. Entrepreneurship & Venture Capital Club, extended cabinet. Consulting Club member. High Tech Club member. Net Impact Club member. Global Consulting Practicum in Social Entrepreneurship participant. Current GPA: 3.44. + 0.75 points - GPA

GEORGETOWN UNIVERSITY, College of Liberal Arts and Sciences, Washington, DC Bachelor of Arts, Cum Laude, Honors + 0.0 points - No GMAT
Philosophy major, Social and Political Thought minor, May 2005. Vice President of Marketing at Georgetown Alumni & Student Credit Union. New Student Orientation advisor. Dean's list 2003 and 2004. Cumulative GPA: 3.6.

+ 1.0 points - Work Experience - Well known companies but unclear leadership, results, and analytics

EXPERIENCE

2009 -2011 **MORGAN STANLEY, Washington, DC**

Sales Associate, Private Wealth Management

- Ensured stability of \$1B portfolio despite team attrition of 30% by developing prioritization scheme to suit client needs, leveraging corporate resources, and formulating solutions to unexpected challenges. {Huh?}
- Managed daily operations of \$53M in assets by executing an average of 120 transactions per day and facilitating interactions among top ranked financial advisor, 15 clients, and 8 internal teams. {Very clear}
- Established credibility and trust with over 30 high-net-worth families and institutions, each with assets totaling \$2 to \$50M, by analyzing customer needs and delivering customized, reliable service. {Did you get clients yourself? Were you the primary contact?}

2008 -2009 **LEHMAN BROTHERS (BARCLAYS WEALTH), New York, NY**

High-Net-Worth Analyst, Private Investment Management

- Retained more than 90% of team's new clients by combining data-driven presentations with deep customer insights to mitigate client concerns related to Lehman bankruptcy and financial crisis.
- Increased responsibility and output 200% by implementing structured approach to manage workflow and leveraging relationships to expedite workflows and learn new systems. {Huh?}

2005 -2008 **LINCOLN FINANCIAL GROUP, Philadelphia, PA and Hartford, CT Professional Development Program:**

Selective rotational leadership program designed to fast-track development through cross-enterprise experience, exposure to senior leaders, and leadership curriculum. Less than 1% of employees selected for program. Rotations in strategy, communications, sales, and compliance.

- Launched program to retain clients invested in highly profitable product by building consensus among stakeholders, developing project plan, and leading cross-functional team during implementation. {Good did it work?}
- Spearheaded new product development by analyzing asset managers' financial strategies, building business case from due diligence process, and presenting recommendation to investment manager. {Results?}
- Improved rating of new employee training by 50% by identifying weaknesses in training materials and gaining support from Chief Compliance Officer to implement improvements.
- Developed first annual compliance meeting by generating ideas for employee ethics education, designing presentation, and planning meeting logistics for over 1000 employees.
- Facilitated organizational restructuring from merger with Fortune 500 Company by developing transition plan and documenting working knowledge to onboard senior communications managers.
- Identified and overcame IT issues arising from merger by listening to employee concerns, leveraging cross-divisional relationships, and developing creative solutions to tackle the problem.
- Created more than a dozen speeches and presentations for the President and Head of Sales by establishing reputation for listening, synthesizing content, and delivering creative results.
- Analyzed data captured by sales productivity reporting system and introduced more pertinent metrics to achieve 60% improvement in sales productivity reporting accuracy.

ADDITIONAL INFORMATION

Community Involvement: Professional Development Chair of NYC Georgetown University Alumni Club, Intern for the Collaboration for Family Flourishing, Philly Reads volunteer buddy for second-grade student, mentored high school intern for a summer through the Philadelphia Work Ready Program.

Interests: social entrepreneurship, international travel, design, photography, skiing, and tennis.

Other: Passed Level I CFA exam. Dual citizenship, US-UK.

Candidate 308

EDUCATION

THE UNIVERSITY OF TEXAS AT AUSTIN, McCombs School of Business, Austin, TX + 0.5 points - School - May 2013
Master of Business Administration, Full-Time Program mostly due to West Point

- Concentration in Management; GPA: 3.60 + 1.0 points - GPA
- Vice President: Armed Forces Alumni Association, Member: Graduate Consulting Group, Real Estate Society + 0.0 points - No GMAT

UNITED STATES MILITARY ACADEMY, West Point, NY May 2006
Bachelor of Science in Economics; Commissioned in United States Army; Engineer Officer. + 0.0 points - No GPA

EXPERIENCE People - ?, Analytics - ?

Pacific Ocean Properties LLC, Koloa, HI 2005 – Present
Real Estate Brokerage Firm

Board Member

- Helped formulate strategy and set direction for a family owned, Hawaii-based, real estate brokerage which has sold more than \$200 million in resort, residential, and commercial real estate properties since 2005.

United States Army; 62nd Engineer Battalion, Fort Hood, TX 2010 - 2011
Combat Heavy Construction Did you do much analysis Excel what/if models, any quantitative, fact-based, Assistant Operations Officer computation heavy forecasting? Potential for + 1.0 points

- Planned, coordinated, and managed construction projects and training operations amongst six separate companies, battalion staff, and Fort Hood installation, totaling over 844 soldiers and \$230 million of construction assets
- Developed and maintained long-term training calendar to effectively prepare battalion for foreign and domestic operations, culminating in deploying three companies to Afghanistan on time and under budget
- Forecasted and coordinated for resources including; training areas, equipment, personnel, ammunition, and military schools to facilitate current operations and maintain 100% operational readiness rating
- Ensured units trained and operated under safe and effective conditions and in accordance with given guidance, resulting in zero major safety or training incidents for the fiscal year

United States Army; 1st of the 22nd Infantry, Fort Hood, TX – Baghdad, Iraq 2007 - 2009
Combined Arms Battalion

Battalion Reconnaissance Platoon Leader (2008 - 2009) + 1.0 points - Leadership, "results"

- Commanded 59 soldiers in a combat zone; accountable for 22 military vehicles and associated equipment valued in excess of \$48 million for over 10 months in a wartime operating environment
- Planned and executed over 150 combat missions in Baghdad, Iraq, leading over 93 raids resulting in capture of over 60 high value targets, significantly disrupting insurgent operations in operational area
- Implemented rigorous training plan focused on individual and collective tasks supporting platoon mission, including marksmanship training program, urban operations instruction, and night operations progression cycle resulting in highest mission success rating out of 18 other platoons
- Rated as number one platoon leader out of 18 others within battalion based on leadership and proficiency
- Earned Bronze Star for exceptionally meritorious service and leadership during combat operations

{Very concrete bullet points}

Mechanized Rifle Platoon Leader (2007 - 2008)

- Led 36 Soldiers in a combat zone; accountable for four military vehicles and equipment valued in excess of \$5 million
- Participated in ten company raids and led eight platoon raids resulting in detention of 13 high value targets
- Planned, led, and executed missions resulting in identification and subsequent destruction of five enemy weapons caches, helping secure Baghdad and facilitating successful national elections.

ADDITIONAL

- Graduate of Engineer Captains Career Course, Engineer Officer Basic Course, Basic Officer Leadership Course, Ranger School, Sapper Leader Course, and Airborne School
- Recipient of Bronze Star, Iraq Campaign Medal, Army Service Ribbon, National Defense Service Medal, Global War on Terror Service Medal, Overseas Service Ribbon, Ranger Tab, Sapper Tab, and Parachutist Badge
- Secret security clearance until 2016

Candidate 309

QUALIFICATIONS PROFILE

Highly analytical, result-oriented and proactive professional, offering advanced business degree, progressive years of solid contributions and diverse background in analysis. Have been recognized for advanced analytical skills, creative thinking and outstanding communication skills. Proven track record of managing complex projects in a deadline-driven environment.

KEY STRENGTHS

Creative Analytics • Risk Management • Research • Problem resolution • Communication and interpersonal skills

{Don't
care
until
I know
who
you did
it for}

EDUCATION

University of North Dakota, Grand Forks, ND + 0.0 points - School
Master of Business Administration, 2011 + 1.0 points - GPA
 Beta Gamma Sigma Honor Society, GPA: 3.73 + 0.0 points - No GMAT

Dickinson State University, Dickinson, ND
Bachelor of Science in Business Administration, 2008
 Magna Cum Laude, GPA: 3.78

PROFESSIONAL EXPERIENCE + 0.5 points - Seems light on results, quantitative analysis, and leadership

American Bank Center, Dickinson, ND {Need details on
CREDIT ANALYST, July 2011-Present **American Bank Center}**

- Analyze financial condition of the customers representing different industries to determine their ability to service debt {How?}
- Examine risk elements of credit relationships and make recommendations about risk acceptance and credit enhancements
- Monitor existing investment portfolio and make recommendations to senior management on minimizing risk
- Analyze industry trends and economic environment to determine their influence on local market {Quantitatively?}
- Prepare complex credit displays to communicate the findings about customers' financial position to senior management
- Conduct annual loan reviews to assess quality of credit decisions and effectiveness of the bank's monitoring procedures
- Assign appropriate credit rating to minimize bad debt risk and monitor poorly performing and suspicious accounts

Blue Cross Blue Shield of North Dakota, Dickinson, ND
MARKETING SPECIALIST, March 2009- July 2011

- Assisted over 380 employer groups with administration of employee health, dental, vision, life and disability insurance
- Educated and consulted corporate clients and individuals on underwriting guidelines, wellness initiatives, product benefits and changing healthcare issues that required in-depth knowledge of the healthcare reform, laws and regulations
- Assisted in conducting employee enrolment meetings and benefit orientation sessions for large accounts
- Managed a high-volume workload within a deadline-driven environment by effectively handling customer inquiries including benefits, claims, billing inquiries, contract interpretations, and enrolment questions

TechLink Inc, Dickinson, ND {Need details on TechLink}
SALES REPRESENTATIVE, October 2008- March 2009 {Doesn't seem like a highly selective role}

- Contacted businesses and private individuals by telephone in order to solicit sales of company's services
- Showed excellent communication skills and the ability to instantly achieve a high level of trust over the phone
- Delivered high quality in both business-to-business and customer oriented sales calls
- Effectively resolved customer complaints and problems
- Analyzed competitive product offerings in terms of features, benefits and prices to find products that fit customer needs

Small Business Development Center, Dickinson, ND
INDEPENDENT CONSULTANT, 2009

- On a contract basis conduct independent industry and business research to prepare business plans, feasibility studies, market reports for small business owners and start-up companies

TECHNICAL SKILLS: Advanced technical proficiencies in Microsoft Office software

ACCOMPLISHMENTS: Places 2nd in Business Plan Competition, Dickinson ND (2009); Placed 3rd in the BOSS Business Plan Competition, Bismarck ND (2009)

REFERENCES: Available upon request

Candidate 310

EDUCATION

University of Southern California, Marshall School of Business + 0.0 points - School

Los Angeles, CA

Master of Business Administration

May 2013

- 3.97 GPA; 700 GMAT. Class Representative (appointed); Case Certified, Marshall Consulting & Strategy Club + 1.5 points - GPA and GMAT
- First place finish in the following case competitions: USC Global Consulting Challenge, Emory Healthcare Case Competition, Ernst & Young USC Case Competition

University of Illinois, College of Engineering

Champaign-Urbana, IL

Bachelor of Science, Computer Science

May 2002

- Senate Committee on Information Technology (elected member); Finance Club (elected board member)

EXPERIENCE

Cognizant Technology Solutions {Big Company?}

+ 1.0 points Work Experience - Leadership - Yes, Results - Some, Analytical - ?, People Skills - ?

Chicago, IL

2007 – 2011

Senior Consultant

Product Deployment Manager for Comcast

Planned and led nation-wide launch for customer equipment replacement program, requiring effective coordination across Comcast's organization: Senior management, marketing, legal, supply chain, program management, and local market teams

- Devised and implemented program strategy, and trained local markets on customer service procedures {Did it Work?}
- Created budgetary model for mapping and tracking effective deployment of \$5M program budget
- Analyzed 500,000+ customer records against self-defined critical success factors

Development Team Manager for AT&T

Led a 30+ person team, located in the U.S. and India, through 6 successful large-scale software implementations. Activities included: setting and managing budget, managing client relationship, project plan creation and maintenance, resource management, risk management, defect data analysis, and quality assurance {How many people did you lead? Were you "really" in charge?}

- Implemented best-practice estimation methods which resulted in 20% improvement in estimation accuracy
- Led internal process improvement initiatives which resulted in 15% improvement in software quality
- Recipient of Cognizant's "Above and Beyond" award for outstanding leadership of development team {Good Specifics}

Software Release Manager for AT&T

Coordinated 150k man-hour software releases. Provided leadership within client's Release Management team by serving as Team Lead and mentoring AT&T employees. Activities included: ensuring adherence to budget and schedule, defect resolution oversight, risk and issue mitigation, and interfacing with senior management.

- Redefined the Release Manager role within team at AT&T to include an expanded set of responsibilities
- Designed and implemented "war room" for centralized senior management oversight of product launches
- Coordinated four project launches, each of which deployed successfully with zero system downtime

Motorola, Inc.

Arlington Heights, IL

Operations Improvement Program Manager

2006 – 2007

Coordinated hardware and software field deployments in 39 markets. Activities included: resource planning and scheduling, effort tracking, assisting with budget creation and services quoting

- Led initiative to improve critical client-facing process which yielded a \$300k return on investment
- Analyzed and streamlined time tracking systems, resulting 10% improvement in resource utilization
- Recipient of "Bravo" award for delivering exemplary process improvement thought leadership

Software Release Manager

2002 – 2006

Coordinated 100k+ man-hour software releases. Activities included: quality assurance, risk management, interfacing with senior management, and managing international client relationships (China, India, Japan)

- Coordinated Six Sigma initiative to reduce release cycle time, which saved the company \$45M annually

ADDITIONAL INFORMATION

- Philanthropy Chair for Cognizant's Chicago office from 2007 - 2011
- Interests: Interior design, photography, international travel, hiking

Candidate 311

SUMMARY

Principal Business Consultant with over ten years of business consulting experience across multiple functional areas at a major, global corporation. Proven track record of delivering pioneering, high-impact decision support systems for clients ranging from Strategic Crew Planning to Operations. Identified business improvement opportunities, developed business solutions to exploit these opportunities by leading dedicated cross-functional teams of 5+ members and assisted clients in integrating these solutions within their organizations. Created and nurtured close client relationships throughout (and after) consulting engagements

WORK – EXPERIENCE

Principal Business Consultant, American Airlines

+ 1.0 points Good
Brand Name

May 2008 - Present

Leadership?,
Analysis?,
People Skills?

- Led cross-functional team of 4 members to develop patent-pending decision support framework that helps measure, predict and manage operational risk during schedule disruptions
- Identified and exploited strategic opportunities for decision support such as the patent-pending system that resulted in \$5 million in annual savings via improved pilot manpower planning
- Developed and maintained network of stakeholders to diagnose/anticipate business problems, leading, most recently, to enlisting two new clients
- Conducted strategic operational analysis of competitor behavior during off-schedule-operations resulting in improved management of American's flight delays
- Successfully led inter-departmental teams despite inadequate 'alignment' between departments
- Mentored new Consultants by providing technical guidance, creating engagement opportunities with key business partners and sharing business insights/knowledge
- Nominated to work closely with C-Suite to plan and execute Corporate Town Hall event leading a highly successful event that communicated the 'state of the organization' to 800+ employees

{Good
results}

Senior Business Consultant, American Airlines

Jan 2004 – April 2008

- Developed mathematical algorithms that reduced flight delays and resulted in annual savings in excess of \$18 million and leading to individual recognition by CIO at Corporate Town Hall
- Led the development of a system to improve
- Worked closely with unionized work groups to understand/articulate business problems and to encourage their sense of ownership in the development of associated solutions
- Marketed business improvement opportunities across organizational levels (C-level executives to frontline employees) and functional silos to gain support for and visibility of key initiatives
- Observed numerous airline operational disruptions and gained important insights that led to the development of new performance metrics and operational strategies

{Good
results}

Business Consultant, American Airlines

Apr 2001-Dec 2003

- Developed and enhanced advanced analytical models for multiple internal clients resulting in improved disruption management, improved schedule planning and optimal airport staffing
- Created an innovative analytical model that selects optimal flight cancellations resulting in improved disruption management and the "Most Innovative" paper award at an Industry Conference (AGIFORS, Auckland 2003) and media coverage in the Wall Street Journal
- Undertook formal and informal training resulting in strong technical expertise
- Improved usability and usage of decision support systems via effective visualization and close client engagement
- Ensured robust performance of mission critical systems via extensive algorithm/data validation and application testing

Graduate Research/Teaching Assistant, Texas A&M University Sep 1999 – Dec 2000

- Performed mathematical optimization research to improve circuit card assembly process
- Conducted undergraduate laboratory class, graded papers and advised students

Engineer, Bajaj Auto, Ltd., India

Jul 1998 – Jul 1999

- Managed engine assembly line with forty workers and consistently achieved production targets

EDUCATION

**Kellogg School Of Management + 1.0 points - School
Master of Business Administration**

Chicago, Illinois
Jun 2010 – Dec 2012 (expected)

- Intended major: Management & Strategy, Finance
- Elected officer of the Consulting Club
- Volunteer, Kellogg Admissions Road Show – Dallas
- Participated in multiple student case competitions
- GPA: 3.5/4.0, GMAT: 95th percentile (720, V: 40, Q: 49) **+ 1.0 points - GPA**
+ 1.0 points - GMAT

Texas A&M University

College Station, Texas

Master of Science in Industrial Engineering

Sep 1999 – Dec 2000

- Awarded Graduate Research Assistantship for outstanding academic record and research potential
- Developed mathematical algorithms to improve productivity of the circuit card assembly process
- GPA: 3.4/4.0

National Institute Of Technology (Formerly Regional Engg. College)

Calicut, India

Bachelor of Technology in Mechanical Engineering

Sep 1994 – June 1998

- ‘First Class with Honors’, the highest category of academic achievement (top 5%)
- Best undergraduate research, seminar presentation for the Mechanical Engineering Program
- Vice-captain, Undergraduate School Soccer Team
- Executive Officer, IPF – Undergraduate student body promoting collaboration with industry
- Won several prizes at various undergraduate cultural events
- GPA: 3.9/4.0

OTHER ACTIVITIES

- Developed iPhone and iPad Apps for toddlers and have received 5000+ downloads
- Developed network of industry peers and highlighted American Airlines at industry/academic conferences around the world through various mediums of conference participation
- Department Liaison, American Airlines - Coordinated department participation in local food drives
- Advisor, Helpo Foundation (Indian NGO) – Advised on marketing, regulatory and strategic affairs

LANGUAGES

- Fluent in Hindi and Marathi, Basic in Malayalam, Tamil

Candidate 312

EDUCATION

THE UNIVERSITY OF CHICAGO BOOTH SCHOOL OF BUSINESS + 1.0 points - School

Chicago, IL

Master of Business Administration

Sep 2011 – May 2013

- Concentrations in Strategic Management, Economics, and Finance
- Active member of Management Consulting Group, Dean's Student Admissions Committee, and Real Estate Group
- Elected to represent cohort on Graduate Business Council and in the 'Leadership in Crisis' case competition
- GMAT: 750, 98th percentile + 0.0 points - No GPA
+ 1.0 points - GMAT

THE UNIVERSITY OF WINDSOR

Windsor, ON

Bachelor of Applied Science

Sep 2003 – Aug 2007

- Honors Mechanical & Automotive Engineering, Dean's Honor Roll in 2006 and 2007
- Elected to lead 10-person thesis team in a go-cart design competition; implemented an innovative design strategy and team structure to reduce development cycle timeline, completed fabrication on budget and ahead of schedule

EXPERIENCE

SERNAS ASSOCIATES {What kind of company?}

+ 1.0 points - Work (Results - Some, Leadership - Unclear, People Skills - Unclear, Analytics - Unclear, Employers - Unknown)

Toronto, ON

Development Application Project Manager

Feb 2009 – Jun 2011

- Managed the development-application process for a 1600 unit residential subdivision
 - Optimized the stormwater management strategy and recommended changes that saved the client \$3.1M
 - Developed a strategy implementation plan and brokered government approval of the strategy {Put this at the beginning of bullets}
- Designed a cutting-edge stormwater filter to satisfy newly-implemented environmental regulations
 - Surpassed design specifications while reducing operation and maintenance costs by 80% {Put results first}
 - Modeled the filter's performance, presented the results to regulatory agencies and government officials
 - Secured government approval, overcoming a significant roadblock and allowing the project to proceed
- Led a 10-person cross-functional engineering team spread across six offices
 - Defined clear team roles, enabling the team to meet tight project deadlines despite geographic constraints
- Conducted due diligence on acquisition targets for a large commercial real estate developer
 - Quantified the impact of environmental regulations on developable area and implementation cost
 - Advised client not to acquire based on hidden costs revealed by the analysis
- Appointed by General Manager to develop an internal fee forecasting system
 - Directed system roll-out; prevented layoffs by redistributing workload among business units {Good}
 - Despite original intent as a temporary measure, the system was adopted as a standard evaluation tool
- Identified as a "Rising Star" within the Engineer-in-Training program

Construction Project Manager

Oct 2007 – Feb 2009

- Oversaw \$15M annual construction budget for a 2500 unit residential subdivision {Very clear}
 - Achieved budget and schedule goals despite industry turbulence following the credit crisis
- Initiated redesign of construction quality control process to expedite release of the Developer's security deposits
 - Reduced labor requirements and process time by 30%
- Negotiated a contract dispute between the developer and general contractor
 - Presented analysis demonstrating claim was unfounded, persuading contractor to drop claim
 - Collaborated with contractor to improve the payment process, which prevented further disputes

ADDITIONAL

- Avid long-distance cyclist; rode from Vancouver to San Francisco in July 2011
- Founded the Earl Bales Trail Stewardship Association, a group dedicated to developing and preserving local biking and hiking trails. Initiated talks with government to expand existing trail network. IMBA affiliated
- Played a 1950s-era organ in a band; composed, recorded, and produced an album of original songs

Candidate 313

EDUCATION

THE UNIVERSITY OF CHICAGO BOOTH SCHOOL OF BUSINESS + 1.0 points - School

Chicago, IL

Master of Business Administration; Strategic Management, General Management, & Finance

Sep 2010 – Mar 2013

- Dean's Honor List for multiple quarters. GMAT: 730 (96th percentile). + 1.0 points - GMAT

- A.T.Kearney sponsored project: Managed a 5-member team and worked with the CEO of AkzoNobel Inc to introduce a patented technology into AkzoNobel's most attractive segment; segment's EBITDA expected to increase by 22% in 2 years.

+ 0.0 points - No GMAT

UNIVERSITY OF SOUTHERN CALIFORNIA

Los Angeles, CA

Master of Science; Computer Science

Aug 2002 - Dec 2004

- *Citigroup*: Developed a strategic framework; the tool enhanced the Citi's websites and contributed to 60% reduction in customer complaints.

UNIVERSITY OF MADRAS

Chennai, India

Bachelor of Engineering; Computer Science – top 10% of graduating class

May 1998 - May 2002

EXPERIENCE 1.0 points - Results - Great, People/Leadership - Unclear, Analysis - Unclear

ALTAIR ENGINEERING (~\$170M Global Software Company) {Very helpful for context}

Troy, MI

Manager – Product, Strategy & Enterprise Services

May 2011 – Present

- Evaluating enterprise technologies to create a cloud based architecture; the architecture will host a portfolio of products as on-demand services and provide a cost effective solution to clients.
- Directed multiple cross functional teams, and drove the product vision and roadmap to create the next generation platform; the platform integrated critical software products, and reduced integration and implementation time for clients by 35%. {How big was the team?}
- Developed growth strategies to identify opportunities and extend competitive advantage for High Performance Computing product; expected to increase the product's revenue from \$10M to \$15M.

Team Lead – Product & Enterprise Services

Nov 2008 – May 2011

{How many people did you manage?}

- Promoted as a Team Lead (4 levels) in less than 4 years of joining the company, well ahead of peers. {Good}
- Headed the services team, collaborated with customers and internal teams, and was the key stakeholder in identifying and implementing a portfolio of services such as authentication, authorization and impersonation services, the portfolio was used across all the enterprise products reducing overall development costs of 30%. {Lead with results}
- Evaluated various enterprise technologies to introduce a customer-facing web portal for Altair's flagship product; presented the solution to senior management and won approval to implement it, increasing the revenues of the flagship product by \$5MM. {Lead with this, Results first, "How" second}

Software Lead Consultant

Nov 2005 – Oct 2008

- Created and managed the company's first continuous build management system for Altair's flagship product; the system reduced the release cycle by 20%.
- Selected as the only U.S. team member to work with Samsung in S. Korea to implement an automated process workflow; enhancing the flexibility and efficiency of engineering analysts, and yielding \$2.1M in cost savings and improved quality ratings.
- Developed a comprehensive testing framework leveraging two global resources to handle multiple product launches; framework improved the QA testing efficiency, generated positive feedback and customer approval, and increased sales of the underlying product by \$3.5 MM.

5SQUARE SYSTEMS (Sales process Automation Software Company)

Woodland Hills, CA

Software Developer

Dec 2004 - Oct 2005

- Interacted with sales managers across car dealerships to understand car sales workflow, optimize product functionality, and eliminate non-value added activities in interactions with customer; the product was developed using extreme programming methodology, and it saved an average of 35% of the sales personnel's time.

ADDITIONAL

- Six Sigma – Green Belt; Project Management Professional.
- Co-captain and volunteer at Multiple Sclerosis bike rides for 'Team Altair'.
- Webmaster and volunteer for 'Asha for Education'; raised \$8750 to educate underprivileged children in India in 2010.
- Avid Tennis player; participated in several collegiate level tournaments. USTA ranking: 3.5.

Candidate 314

EDUCATION

UNIVERSITY OF NORTH CAROLINA, Kenan-Flagler Business School – Chapel Hill, NC May 2013

Master of Business Administration, Full-Time Program + 0.5 points - School

- + 1.0 points
Very good
description
presumed GPA
- Dean's Fellow and Premier Scholar (full tuition and stipend) awarded to top 3% of the class
 - Forté Fellow (fellowship based on exemplary leadership and career achievement)
 - GMAT 730; Management Consultings Concentrator; Core Curriculum Representative + 1.0 points - GMAT

DUKE UNIVERSITY- Durham, NC {Confirming data point} May 2005

Bachelor of Arts, International Studies; *magna cum laude* with honors; Dean's List; GPA 3.76 {Confirming data point}

- Robertson Scholar (full tuition merit scholarship for leadership and community service)

EXPERIENCE

DEWDROP FILMS, LLC – Los Angeles, CA + 0.5 points 2005 - 2011

Dewdrop Films produces films around the world that seek to inspire hope and empower people {What is the business model? Revenues? #Films, #Clients?}

Founder and CEO

Executive Experience

- Developed a business plan, wrote grants, and raised \$85k from foundations and individual donors to establish and manage a production LLC
- Managed firm's client relations and business development efforts, including targeting and selling new business and creating films to fit the needs of the client
- Led hiring and training of 20 crew members and recruited 100 volunteers for projects

Production

- Wrote, directed and produced 18 films in the US, South Africa, Israel, Poland and Moldova
- Produced a video campaign for Hillel International, a multi-million dollar non-profit

Marketing

- Analyzed potential markets to develop a strategic plan for outreach and promotion {How?}
- Planned and implemented marketing strategies, managed media relations, and led relationships with corporate sponsors, partners and merchandisers
- Developed an outreach strategy for a multi-million dollar film, collaborating with a PR firm to create brand, logo and tagline

Public Speaking and Presentation Experience

- Produced an international film screening tour to more than 60 venues, including 7 film festivals, 25 college campuses and the US Capitol
- Presented and answered questions in front of audiences greater than 500
- Managed social media campaigns, resulting in more than 100k views on MTV, CNN.com, The Huffington Post, and Current TV

ADDITIONAL Analytics?, Results?, Were you good at this? Transferable Leadership?, People Skills?

- Awarded a Dorot Fellowship, a leadership development scholarship in Israel; coordinated bi-monthly training and educational seminars for team of ten fellows
- Founded Moishe House LA, a co-operative house for young Jews in the area; collaborated with five colleagues to produce over 50 weekly events that attracted over 1k participants
- Awarded a \$25k Lewis Hine Documentary Fellowship to conceive, write, shoot and produce a film for an arts-based HIV education center in South Africa
- Launched and curated the first LGBT themed blog for *The Jewish Journal* of Los Angeles
- Avid traveler: Visited 30 countries on 4 continents in the past 12 years

Candidate 315

EDUCATION	UNIVERSITY OF MICHIGAN + 0.5 points - School Stephen M. Ross School of Business Master of Business Administration, May 2013 <ul style="list-style-type: none"> Emphases in Strategy and Marketing Finalist: Medtronic Case Competition 2011 (New Product Market Entry Strategy) Selected: International Student Ambassador Member: Consulting Club, Marketing Club and General Management Club GMAT: 710 (92 Percentile) + 0.5 points - GMAT 	Ann Arbor, MI
	+ 0.0 points - GPA	
	INDIANA UNIVERSITY Kelley School of Business	Bloomington, IN
	Master of Science in Information Systems (Accelerated One Year Track), August 2008 <ul style="list-style-type: none"> Selected: Graduate instructor for "Strategy Management" course Merit Scholarship Recipient 2007, GPA: 3.6/4.0 	
	RAJIV GANDHI TECHNICAL UNIVERSITY Bachelor of Engineering, Electronics, June 2004 <ul style="list-style-type: none"> Graduated with First Class Distinction, Top 10% 	Bhopal, India
EXPERIENCE 2008-2011	ERNST & YOUNG, MANAGEMENT CONSULTING Senior Consultant, 2009-2011	New York, NY
+ 1.0 points work experience - Results - Yes, People Skills - ?, Analytics - ?	<ul style="list-style-type: none"> Led development of market and customer insight analytics module for diagnostic equipment manufacturer, focused on providing product management team with key customer insights for requirement prioritization, increased overall efficiency by 80% (\$ value) Conducted market research and customer benchmarking to develop value proposition for key client segments around information security risk assessments leading to sale of multiple projects with expected revenues of over \$1.5M Led cross-functional team of consultants across US, UK and Dubai offices to develop and roll out strategic anti-money laundering program, meeting challenging deadline and averting federal action for global institutional banking client {Good} Developed partner alliance strategy and evaluated cross-sell opportunities with data security product provider, resulting in revenue streams of over \$1M {Put revenue first} Spearheaded design and implementation of information security incident workflow for top-tier investment bank, resulting in 65% reduction in response time Designed strategic business intelligence solution supporting healthcare spend compliance at \$33B pharmaceutical company, influenced senior leadership acquiring 100% management approval for implementation Rated "Significantly Exceeded Expectations" (top 1%) among peer group {Lead with this as 1st bullet} 	
{Great Results}	Consultant, 2008-2009	
	<ul style="list-style-type: none"> Analyzed data management processes to advise broker-dealer on selection of risk management system, automated vendor response assessments resulting in budgetary savings of 90 hours {How did you analyze?} Conceptualized segregation-of-duty business rules engine to identify conflict of interest at top-tier investment bank, achieving 40% improvement in conflict resolution Conducted 40+ interviews for CIOs office at global credit rating agency, formulated guidelines to resolve key project management issues 	
2005-2007	HEXAWARE TECHNOLOGIES INC Software Engineer	Bombay, India
	<ul style="list-style-type: none"> Managed team of four database administrators on project for \$5.4B insurance company, significantly improved team performance reducing turnaround time by 15% Designed innovative ETL solutions under resource constraints for UK banking client; reduced processing times by 20% leading to enhanced customer experience 	
ADDITIONAL	<ul style="list-style-type: none"> Extensive experience in database administration • IBM DB2 and Microsoft SQL Server Trekking enthusiast, camped on the highest motor-able pass in the world at 18,410 feet Taught computer literacy classes for "Isha Vidhya" a program focused on education of under-privileged children in rural-India 	

Candidate 316

EDUCATION	UNIVERSITY OF MICHIGAN + 0.5 points - School	Ann Arbor, MI
	Stephen M. Ross School of Business Master of Business Administration, May 2013 <ul style="list-style-type: none"> • Emphases in Corporate Strategy and Entrepreneurial Studies • Member: Consulting Club, Ross Technology Club, Entrepreneur & Venture Club • Finalist: Medtronic Case Competition, Deloitte Case Competition • GMAT: 710 (92nd percentile) + 0.5 points - GMAT 	
	UNIVERSITY OF CALIFORNIA, BERKELEY	Berkeley, CA
	College of Engineering Bachelor of Science in Mechanical Engineering, December 2006 <ul style="list-style-type: none"> • Specialization in Mechanical Design {GPA?} + 1.0 points 	
EXPERIENCE 2007-2011	LEA+ELLIOTT, INC. TRANSPORTATION CONSULTANTS San Francisco, CA Project Engineer, Program Management and Oversight, 2010-2011	
{Too much emphasis on transportation skills. Rewrite as generic and transferable skills that just happen to have been used in transportation}	<ul style="list-style-type: none"> • Led 12-member cross-functional team of senior architects, engineers, and planners to design main passenger conveyance system for Honolulu Airport, developing highest level of service system while staying under budget by 15% {good leadership} • Oversaw implementation of \$650MM automated transit system at Phoenix Airport in concert with client's senior management staff and program management team, leading to on-time and on-budget completion {Define oversaw} • Teamed with Middle East office to evaluate contractor's design process of Doha International Airport's \$70M automated transit system, ensuring compliance with both International and Qatar regulations 	
Leadership & Responsibility - Yes, Analysis - Maybe, People Skills - Maybe	Project Engineer, Procurement and Contract Management, 2009-2010 <ul style="list-style-type: none"> • Managed relationship between BART's senior managers and potential bidders during contract addenda process for \$500MM BART-Oakland Airport Connector project, securing \$25M FTA Small Starts Fund before deadline • Analyzed engineering feasibility and costs of planned transit systems at University of Michigan, recommending most cost-efficient and unobtrusive system to University • Researched smaller transit agencies outside of usual market areas with Regional Director, resulting in discovery of several short-term, \$10-25K transit consulting opportunities and increasing company exposure in Pacific Northwest 	
	Project Engineer, Engineering Services, 2007-2009 <ul style="list-style-type: none"> • Forecasted passenger demand through 2030 for Sea-Tac Airport, demonstrating need for more aggressive airport expansion and resulting in white paper on new focus for long-term planning {How as forecast done? Assumptions from where?, Excel?} • Quantified design of \$4.9B, 20-mile Honolulu Rail Transit System by simulating train trip times and passenger movements, improving accuracy of cost projections presented to Mayor of Honolulu and Governor of Hawaii {How quantified?} 	
2007	ACORN PRODUCT DEVELOPMENT Mechanical Engineering Intern	Fremont, CA
	<ul style="list-style-type: none"> • Collaborated with mechanical engineers, drafters, and machinists to take high-tech product ideas from initial brainstorming to final design, transforming clients' concepts into revenue-ready products • Presented to entire firm launch of company intranet that streamlined project team workflow process, increasing project efficiency 	
ADDITIONAL	<ul style="list-style-type: none"> • Fluent in Korean, conversant in Japanese • Volunteer photographer at Aquarium of the Bay in San Francisco; photos selected for use in Monterey Bay Aquarium's best communication practices presentations • Avid backpacker including recent backcountry trips to Grand Canyon in Arizona and Glacier National Park in Montana • Contestant on Brew Your Own Beer TV, an independent television reality game show about homebrewing and craft beers 	

Candidate 317

EDUCATION

- CARNEGIE MELLON UNIVERSITY, TEPPER SCHOOL OF BUSINESS + 0.5 points - School Pittsburgh, PA
Master of Business Administration – MBA GMAT: 720/800 + 0.5 points - GMAT 5/13
+ 0.0 points - No GPA
- Concentrations: **Strategy, Marketing, and Finance**
 - Activities: Consulting Club, Operations Management Club, Pro-Bono Consulting
 - Case Competitions: 1st - McKinsey, 2nd - Heinz Marketing, School Finalist - Deloitte Consulting {Does 1st = 1st Place?}
- GROVE CITY COLLEGE Grove City, PA
Bachelor of Science in Mechanical Engineering GPA: 3.66/4.0 {Why not higher GPA at a City College?} 5/08
- Leadership: President - Omicron Xi Fraternity, Freshman Resident Assistant
 - Honors: Presidential and Engineering Scholarship Recipient (4 years), Graduated Magna Cum Laude
 - Research: Summer researcher in biomechanics at Harvard University's Museum of Comparative Zoology (2007)

EXPERIENCE

+ 1.5 points Work Experience - Analysis - Yes, People Skills - Some, Results - Some, Leadership - Light

- DELOITTE FINANCIAL ADVISORY SERVICES, LLP Pittsburgh, PA
Valuation Services Associate 5/11-Present
- Analytical Problem Solving**
- Developed financial models for valuation of capital equipment for clients in the steelmaking, utilities, and chemicals industries for use in M&A due diligence and purchase price allocation on deals in excess of \$1B
 - Conducted field interviews of plant managers and market participants to identify factors driving asset values
- Communication**
- Presented the rationale for employing unconventional valuation approaches in the analysis of an international shipping and logistics company. Successfully gained the buy-in of senior internal and client leadership
- BECHTEL PLANT MACHINERY, INC Monroeville, PA
Mechanical Engineer II (9/10-5/11) Mechanical Engineer I (9/08-8/10) 9/08-5/11
- Analytical Problem Solving**
- Conducted strategic assessment of candidate nuclear component design configurations and compared options with competing criteria of performance. Modeled financial impact of component design decisions on development and fabrication budgets ultimately achieving a component design 25% below original target cost {Put 25% at start of bullet}
- Communication**
- Presented research on design and manufacturing methods used in modern US Naval nuclear plants to a team of UK design engineers which resulted in a two year extension of the US-UK technical exchange program
 - Prepared detailed written recommendations to the US Navy synthesizing technical data and framing arguments to gain approval of changes to technical requirements, complex design and fabrication schedules, and funding authorization for over \$20M in new design initiatives {Lead with "authorization for over \$20M in new design initiatives"}
- Teamwork and Leadership**
- Led a multi-day design meeting with over 30 participants representing four organizations including heavy equipment suppliers, reactor plant designers, and submarine manufacturers. Established agenda and facilitated collaboration that resulted in the resolution of a critical-path design issue and established a design program within budget and on schedule
 - Collaborated with inter-departmental team to improve the company's web-based knowledge management system and presented recommendations to the General Manager. Obtained management approval for implementation which resulted in increased operating instruction compliance shown by increased web portal use {Any team leadership or direct reports?}

ADDITIONAL INFORMATION

- Interests: Microfinance, distance running, backpacking, Boston Red Sox (7 year Fenway Park employee)
- Non-Profit Leadership: Cofounder of Matthew's Quarter, a 501(c)3 non-profit operating a thrift store in Pittsburgh
Cofounder of Tingatinga Capital, a non-profit fund supporting sustainable development in Northern Uganda,
Pro-Bono Consultant - developed a patient mix strategy for a \$50M revenue non-profit health care system

Candidate 318

EDUCATION

THE UNIVERSITY OF TEXAS AT AUSTIN, McCombs School of Business, Austin, Texas + 0.5 points - School May 2012

Master of Business Administration, Full-Time Program

+ 1.0 points - GPA

- Concentration: Marketing and Consulting; GPA – 3.56 GMAT score: 710 + 0.5 points - GMAT
- Clubs: Global Marketing Network, Graduate Consulting Club, Graduate Business Technology Group, Soccer Club
- Vice President – Technology for SEMA, Vice President - Special Events for Indian Graduate Business Association
- Finalist in GBTG TechOps Challenge conducted by General Motors
- 3rd place at Cardinal Challenge 2012 conducted by University of Louisville

PUNE UNIVERSITY, Dr. D. Y. Patil College of Engineering, Pune, India

July 2002

Bachelor of Engineering in Electronics

+ 1.0 points - Good companies, Results vs. 8 yrs. experience is light, Leadership - Some, Analytics -

EXPERIENCE Unclear, People Skills, Unclear

TEXAS VENTURE LABS, Austin, Texas

Sept-Dec 2011

Associate

- Developed pricing, packaging, and product solutions for mobile advertising company, VocalMedia, through primary research with industry insiders, market research, and extensive competitive analysis; briefed CEO on recommendations {Results?}

DELL INC., Round Rock, Texas

Sept-Dec 2011

Data Analyst

- Analyzed five year data to measure the effectiveness of marketing efforts; recommendations led to revisiting the investments in different marketing campaigns and restructuring the combinations of marketing efforts {Results?}

VMWARE INC., Palo Alto, California

May-Aug 2011

Product Manager Intern, Infrastructure

- Conducted customer interviews and surveys to understand pain points with cloud deployment solution; data analysis led to revision of product roadmap
- Collected and analyzed quantitative and qualitative data from over 200 customer to identify product gaps that were preventing VMware's product adoption; identified new and validated existing areas of investment {Results?}

BMC SOFTWARE, Pune, India

2008 - 2010

Product Manager

- Developed strategies for 15 products through customer interactions and competitive analysis; boosted sales by 10% and 15% in subsequent years and ensured 100% contract renewals
- Identified customer concerns and incorporated improvements into the product development process that resulted in 10% decrease in client issues and 13% increase in customer satisfaction
- Performed cost-benefit analysis on matured products for future investment; persuaded management to halt 30 products which improved operational efficiency by 15%
- Collaborated with marketing, sales, engineering, packaging and documentation teams to create go-to-market strategy and deliver products on time; released 30 product versions in two years

VMWARE INC., EMC² CORPORATION, Bangalore, India and Palo Alto, California

2004 - 2008

Senior Software Engineer

- Initiated and designed software to address backup challenges in complex setups; generated \$5M in revenues in 1st year {How?}
- Managed a seven-member team to lead a three-day product experience workshop; reduced customer reluctance to adopt the new product resulting in \$4M increase in sales {Lead with this bullet point}
- Led four globally-dispersed teams of enterprise software (HA, DRS, backups, FT) to deliver 99.5% defect-free software {Are these people?, departments? How long did you manage them? Direct reports?}

BMC SOFTWARE, Pune, India

2002 - 2004

Software Engineer

- Analyzed existing code and implemented necessary changes to support internationalization and localization; extended support for the latest third-party software

ADDITIONAL

- Completed Pragmatic Product Management Training
- Captain of EMC2 and BMC software's cricket team; founded title-winning BMC cricket team
- Language: Hindi [Native]
- Work Eligibility: Eligible to work in the US. Will require visa sponsorship for full time employment

Candidate 319

WORK EXPERIENCES

{What do they do?, Big Company? Title is Vague}

Sky Bird International Corp. Ltd., Taipei, Taiwan *Manager*

03/2004~Current

- Manage customized projects and improve 15% profitability by assessing options on internalizing production versus outsourcing alternatives depending on contract terms and project cost structures. **{Value?}**
- {Total Savings}** • Increase 20% manufacturing lead-time and reduce 10% production waste by streamlining operation standards from print order processing, production scheduling to vendor management and client services.
- Develop internal control measures through information management and improve procedures to adhere to ISO standards.
- {Missing Sense of Scale}** • Responsible for Underwriter's Laboratory certified key-account management, new business development, and new supplier evaluation; and save NTD150,000 on label testing fees through negotiation with UL.

Lehman Brothers Inc., New York, NY *Analyst* {Results?}

09/2003~03/2004

- Responsible for multimillion dollar trading account settlement on MBS and ABS trades on a daily basis.
- Provides direct support to the sales, trading desk and interfaces with many other operational groups while moving millions of dollars in cash and securities on a daily basis.
- Liaise with the trader assistants, customers and counterparts, and internal operations areas to ensure tasks are processed in an efficient manner and the business is properly supported and well controlled.

Bank of China, New York, NY *Analyst*

02/2002~06/2003

- Provide global custody services; securities safekeeping, income collection, & corporate action notice.
- Execute securities settlement according to trade instructions and resolved failed trades.
- Generate position/failed trade reports, early redemption notification, & monthly balance statements.
- Maintain ad-hoc bookkeeping system with accounting entries and reconciliation of general ledgers.
- Complete special translation projects for formal bank documents.
- Initiate changes in work procedures to improve operational efficiency and quality.

Merrill Lynch, New York, NY *Assistant Financial Advisor (summer internship)*

05/2001~09/2001

- Conduct stocks and mutual fund research using Morning Star and Strategy Screen.
- Assist in adjusting portfolio weights and creating presentations for private clients.
- Initiate new ideas for special colloquium to expand client base.

+ 0.5 points Work Experience - Leadership - ?, People Skills - ?, Analysis - ?, Results - Some

COMPUTER SKILLS

Proficient in MS Office applications, PowerPoint, Adobe Illustrator, CorelDraw, and PageMaker.

LANGUAGES

Fluent in English, Mandarin, Japanese (JLPT-Level 1), and Taiwanese; conversational Cantonese.

EDUCATION

College of Management, National Taiwan University, Taipei, Taiwan

MBA candidate GPA: 4.00, expected to graduate in July 2012.

Related courses: Economics of Strategy, Competitive Strategy, International Business Strategy.

Leonard Stern School of Business, New York University, New York, NY

B.S. in Finance & International Business GPA: 3.25 & 3.467, September 1998~ January 2002.

**+ 1.0 points - School
+ 1.0 points - GPA
+ 0.0 points - No GMAT**

AWARDS & ACHIEVEMENTS

Dean's List Fall 2001; General Studies Program Scholarship Award.

INTERESTS

Photography, jazz dance, swimming, singing, writing and traveling.

Candidate 320

EDUCATION

2011-2013	COLUMBIA BUSINESS SCHOOL + 1.0 points - School MBA , May 2013 Elected: AVP Rugby Club Member: Management Consulting Association, Snow Sports Club, Running Club, Wine Society, Energy Club, General Management Association Participated: AT Kearney Case Competition 2011 finalist	New York, NY GMAT: 770 (99 th percentile) + 1.0 points - GMAT + 0.0 points - No GPA
2006-2008	UNIVERSITY OF SOUTHERN CALIFORNIA (USC) MS , Computer Science, May 2008 Graduate Teaching Assistant: Performed data mining on capacity, customers and menu to analyze profitability of an interactive restaurant. Provided recommendation to the CEO to improve profitability by 2% per hour per customer	Los Angeles, CA
2002-2006	VISVESWARAIAH TECHNOLOGICAL UNIVERSITY BE , Computer Science & Engineering, May 2006	Bangalore, India

EXPERIENCE + 1.5 points - Leadership - Yes, Analytics - Yes, People - Some, Results - Some

2008-2011	CHEVRON CORPORATION Project Manager – Process Safety for Operational Excellence (2010-2011) <ul style="list-style-type: none"> Managed team of four analysts to implement new process safety standards in oil fields. Defined success criteria, designed project framework to reduce operations safety incidents by 20% in two years Promoted to project manager ahead of normal cycle based upon management's assessment of client relationship building and delivering results as analyst Business Analyst – Pattern Event Surveillance (PEST) (2009-2010) <ul style="list-style-type: none"> Spearheaded \$3M project with 8-member cross-functional team in developing Chevron's first real-time well pattern surveillance for projected \$9M savings {Nice specifics} Led a team of engineers, operators and analysts to create dashboard of key performance metrics for early identification of "health" of pattern wells. Presented recommendation to VP level executives {Good leadership specifics} Selected to export well pattern management process to other Chevron units based upon competitive selection process. Presented plan to the Portfolio Governance Committee in South America and Africa Business Analyst – Artificial Lift Optimization (ALO) (2008-2010) <ul style="list-style-type: none"> Managed the process improvement initiative for artificial lift wells. Analyzed current process gaps and improved workflow to increase the oil production by 3% {Is this good?} Created statistical models to analyze data for 6000 oil wells over five years which helped the ALO team identify key areas of process improvement {Good analytics} Led the initiative to engage with four different IT vendors to select most appropriate application that would identify the worst performing wells in the fields. Adopted applications reduced well downtime by 40% 	Houston, TX
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{Nice job mentioning direct reports}

ADDITIONAL INFORMATION

- Volunteer firefighter** – Team lead at Northwest Houston Fire Department. Lead four to six member teams in over 75 fire calls in Northern Houston districts **{Interesting leadership skills}**
- Program Board Manager** – Association of Indian Students, USC. Pioneered project to help new Indian students with housing by negotiating favorable leasing arrangements with Los Angeles apartment companies
- Houston Zoo Keeper Aide** – Partnered with the Houston Humane society to rehabilitate more than 15 neglected and tortured animals in Houston zoo
- Logistics Coordinator** – USC Shoah Foundation. Part of team to manage video interview process for Holocaust survivors living in the US **{Cool stuff (name drop Spielberg?)}**

INTERESTS

- Hiking in the Himalayas, soccer, racquetball, skiing, surfing

Resume Ratings

Candidates 401 – 406

- **Advanced Professional Degrees
(PhD, MD, JD)**

Advanced Professional Degrees (PhD, MD, JD) Resume Scoring Criteria & Threshold Scores

PhD	McK/BCG/Bain	Top 4-10	Top 11-100	Points
Academic institution selectivity	Ivy Equiv + Next 10	Top 50 Univ	Top 250 Univ	1.5
Academic Performance - GPA, % Rank (vs. difficulty level of school and major)	GPA, Publications, Highly Selective Grants/Awards, Reputation of Program	3.4+ GPA Top 50 Univ	3.3+ GPA	1.5
Objective Quantitative Test Score - GRE	95th percentile	90th percentile	75th percentile	1
Inter-Personal Skills - Conflict resolution, team work, work with diverse people (work or extracurricular)	Concrete examples and history of strong inter-personal skills	Concrete examples and history of strong inter-personal skills	Experience working with others	1
Personal Recommendation	From senior client or consultant in firm	From senior client or consultant in firm	n/a	2
Points Cutoff Score	4.5	4.5	4	

Candidate 401

EDUCATION

University of Wisconsin-Madison – Madison, WI + 0.0 points - School 9/07 – present

Ph.D. Dissertator, Chemistry (anticipated graduation Fall 2012)

Cumulative GPA: 4.0 GRE: V520, Q800, A4.0

+ 1.0 points - GPA

+ 1.5 points - GRE & Publications

- Developed two methodologies to study protein structure formation mechanisms in a complex environment using NMR spectroscopy. This research informs the search for cures for Alzheimer's and Parkinson's.
- Identified and explained structure formation in proteins, assisting in the determination of the origins of protein-misfolding diseases.
- Presented at 5 scientific conferences and seminars (2009-11).

Division of Information Technology – Student Technical Training Core IT: Certified IT Support Specialist

School of Business – Wisconsin Entrepreneurial Boot Camp

- Created model business plans, entrepreneurial ventures, financial projections, and conducted market research.

Lomonosov Moscow State University – Pushchino, Russia

10/06 – 5/07

Certification, Molecular and Physical Chemical Biology

Cumulative GPA: 4.0

- Conducted research in biophysics (a co-author in 2 publications) and defended thesis.

Lomonosov Moscow State University – Moscow, Russia

9/99 – 6/04

Diploma with honors, Organic Chemistry

Cumulative GPA: 3.74

- Researched in physical, analytical, and petrochemistry, defended thesis, and presented at 3 conferences.

Art School – Obolensk, Russia

9/94 – 5/98

Diploma in Arts, Graphics

Cumulative GPA: 4.0

EXPERIENCE

+ 0.0 points - People Skills Unclear

Accuray Inc. (ARAY) – Madison, WI

10/11 – present

Consultant Volunteer

Lots of
experience
but any
results?

- Co-developed annual strategic planning for a 1,000-employee radiation oncology company to reflect their recent acquisition of a 500-employee rival.
- Partnered with the Senior Vice President of Corporate Development to identify global long-term positioning strategies and create a framework for analyzing government regulations and competitor threats.

Moke's Pizzeria – Eau Claire, WI

10/11 – 12/11

Consultant Volunteer

- Generated operational strategies and co-developed financial metrics that will increase this startup's annual net income from -\$15K to +\$200K in two years.

University of Wisconsin-Madison, WI

IT Help Desk Support Specialist (Division of Information Technology)

1/12 – present

- Resolved 96% of UW System clients' software, hardware, and networking issues.

Project Assistant (Division of Computational Chemistry)

1/12 – present

- Converted complex quantum chemistry concepts into visual educational aids by designing and developing heuristics for three undergraduate chemistry courses impacting more than 2300 students per semester.

Teaching Assistant (NMR Instrumentation Facility & General Chemistry)

9/07 – 8/10

- Trained and evaluated more than 50 graduate students and postdoctoral researchers in the use of complex instrumentation and data analysis. Lectured on theoretical basis of the NMR instrumentation.
- Led general chemistry discussions and labs for 50 students per semester.

Immunofarm Company – Obolensk, Russia

1/06 – 8/07

Research Engineer

- Increased the yield of proteins four-fold permitting identification of the structure of two pharmaceutically relevant proteins, gaining expertise in the research and development of immunological drugs.

LG Chem Ltd. / Research Park – Daejeon, South Korea

10/04 – 10/05

Research Scientist

- Improved plastic production for heavy industry and electronics by designing and synthesizing metallo-organic catalysts and developing a new cross-linking method.

ChemBridge Corporation – Moscow, Russia

7/03 – 1/04

Research Intern

- Increased synthesis efficiency of pharmaceutical chemicals for Pfizer, Inc.

LEADERSHIP AND ACHIEVEMENTS

Volunteer Grant Reviewer

10/11 – present

Graduate Student Collaborative – UW-Madison

- Reviewed Vilas Research Travel Grants for graduate applicants.

Scholarship Coordinator (from 8/11) & Member

1/11 – present

Graduate Women In Science – UW-Madison

- Revised scholarship disbursement protocol to ensure recognition and acknowledgement of the Ruth Dickie Foundation's contributions to scientific research.

Figure Skater

9/10 – present

University of Wisconsin Figure Skating Team

- Mentored undergraduate team members academically and assisted in fundraising efforts in order to ensure team's success (Midwest Champions, 2011).

AWARDS AND HONORS

- The Ralph F. Hirschmann-Daniel H. Rich Graduate Award in Bioorganic Chemistry (5/11)
- Graduate Women in Science Ruth Dickie Research Scholarship (7/11) {Elaborate on selectivity of awards}
- Ruth Dickie Research Seminar Competition, 3rd prize (10/11)
- Designed cover art for *Biophysical Journal*, 99 (5), 2010

LANGUAGES: Russian (native), English (fluent)

PUBLICATIONS

1. Protein Folding at the Exit Tunnel. *Annu. Rev. Biophys.*, **2011**, 40, 337-359.
2. NMR Structure and Dynamics of the Chimeric Protein SH3-F2. *Molecular Biology*, **2010**, 44 (6), 947-957.
3. Contribution of Long-range Interaction to the Secondary Structure of an Unfolded Globin. *Biophysical Journal*, **2010**, 99 (5), L37-L39. **Cover Article.**
4. Study of the Structure and Dynamics of a Chimerical Variant of the SH3 Domain (SHA-Bergerac) by NMR Spectroscopy. **2008**, 34 (5), 578-585.

Candidate 402

EDUCATION

- Virginia Commonwealth University, School of Business** + 0.0 points - School **Richmond, VA**
Ph.D. in Business (Major: Information Systems, Minor: Social Psychology) August 2006 – May 2012 (expected)
- **Dissertation Thesis:** Institutionalization of Information Security: Case of the Indonesian Banking Sector.
 - Presented works at prestigious international conferences – Hawaii International Conference on Systems Sciences (2009) and Americas Conference on Information Systems (2011). Average 10% - 20% acceptance rate.
 - Secured a 3-month partnership with the Central Bank of Indonesia to investigate information security governance.
- University of Missouri – St. Louis, College of Business Administration** **St. Louis, MO**
Master of Business Administration August 2003 – May 2005
- University of Indonesia, Faculty of Computer Science** + 0.0 points - No GPA **Depok, Indonesia**
B.S. in Computer Science + 0.0 points - No GRE August 1997 – February 2002

PROFESSIONAL AND RESEARCH EXPERIENCES + 1.0 points - World Bank Name & Validation Rising star trajectory - Unclear, Results - Unclear, Analysis - Unclear, Leadership - Unclear

- **Virginia Commonwealth University, School of Business** **Richmond, VA**
Adjunct Instructor and Graduate Assistant August 2006 – December 2011
 - Led 2 teams of 6 MBA students each for weekly case discussions as a teaching assistant.
 - Monitored progresses of various team projects on database and system development.
- **The World Bank** **Washington, DC**
E T Consultant {What is an ET Consultant?} October 2005 – June 2006
 - Assisted data collection for the South-East Asia National Single Window project – published at The World Bank document on Border Management Modernization (30% acceptance rate).
 - Collected and analyzed 150+ data for the Eastern-Europe Judicial System Project, improving case reporting and processing by 40%. {What kind of data?, interviews? database?}
- **Indonesian Bank Restructuring Agency (IBRA)** **Jakarta, Indonesia**
Web-Based Systems Analyst Programmer June 2002 – July 2003
 - Improved an online database system using HTML, ASP, SQL Server 2000, and Java Script, resulting in a 40% increase in auction sales of problematic banks' physical assets.
 - Interviewed and consulted 40+ clients and end users for the web-based auction system.
- **State Oil and Natural Gas Mining Company** **Jakarta, Indonesia**
Intern March 2001 – December 2001
 - Developed a prototype for a nationwide online natural-resource library system, improving the currently running system by 30% through additional functionalities.
 - Redesigned cataloging and circulation processes and reduced 20% process redundancy.

LEADERSHIP {People Skills?}

- **Virginia Commonwealth University, School of Business** **Richmond, VA**
Adjunct Instructor August 2009 – December 2011
 - Prepared lectures, assignments, and examinations for 100+ business students – received a high performance rating from students (average 4.20 of 5.00).
- **University of Missouri – St. Louis** **St. Louis, MO**
SGA Representative and Treasurer of a cultural group association October 2003 – December 2004
 - Secured \$300.00 from UM-St. Louis SGA for the 2004 Indonesian Night cultural event, attracting 300+ attendees.
- **University of Indonesia** **Depok, Indonesia**
Student Fundraising Staff August 1999 – October 1999
 - Raised \$200 solicited from alumni and alumna for an annual college get-together fest.*Student Orientation Leader* August 1998 and August 1999
 - Led a team of 20 new computer-science students to explore college life, academic life, and university facilities.

PERSONAL

- **Languages:** Bahasa Indonesia (native) • English (fluent) • Mandarin (basic)

- **Achievements:** 2003 Indonesia's Upstream Oil and Gas Executive Agency Scholarship Recipient (10% selectivity)
 - 2011 Americas Conference on Information Systems Doctoral Consortium Fellow (10% selectivity)
- **Interests:** Singing • History of France and England • Taekwondo and Wushu • Cultural travel in Europe and Asia

Candidate 403

Education	University of Michigan + 0.5 points - School Ann Arbor, MI PhD Biophysics, Spring 2013 •Specializing in developing nonlinear optic techniques to map dynamics at biological interfaces •Awarded: Rackham Merit Fellowship, two years of full tuition and living expense {Good} •Awarded: Graduate student research grant to finance thesis project •Selected: Student Advisor to the \$5.5M Wolverine Venture Fund •GMAT: 700 + 0.5 points - GMAT + 0.0 points - Where is GRE?	
	Brigham Young University – Idaho Rexburg, ID Bachelors of Science, Physics major and chemistry minor, April 2008 •Awarded: Full tuition scholarship for academic achievement •Awarded: Leadership achievement scholarship while acting as an intracollegiate coach •GPA: 3.78 Cumulative 3.9 Physical sciences	

Results - ?, Leadership - ?, Analytics - ?

Experience 2008-2011	University of Michigan {Job title? Role?} Ann Arbor, MI Molecular dynamic modeling •Develop novel modeling techniques to isolate the role solvent accessible surface plays in spectral diffusion; results matched experimental data and further illuminated complex solvent dynamics •Implement existing modeling software packages to simulate solute distorted solvent dynamics Data acquisition techniques •Compress data acquisition technique from scanning three laser pulses to a single pulse scan •Eliminating unneeded pulse scans reduces data processing and acquisition from 5 hours to less than 10 min, and memory usage from 5GB to 50MB with minimal loss in data information Solvent dynamics at lipid interface •Label biological macromolecules with infrared active probes through an original synthesis pathway; process carries the potential to study the dynamics of liquids at lipid membrane interfaces Student mentor + 0.5 points - Some People Skills •Instruct students on proper laboratory techniques and procedures to properly label biological macromolecules and use nonlinear optic spectroscopy •Assist students to develop, propose, and carry out a successful research project; current students are on course to have publications within three months	
2011-2013	Wolverine Venture Fund Ann Arbor, MI •Present progress and recommend carrying values of current portfolio companies to fund advisory board members consisting of professional venture capitalists and faculty advisors •Collaborate in teams of ~5 people to make detailed analysis of potential investment opportunities and recommend appropriate investment strategy; current prospective deal is valued at 100K	
Spring 2011	Biointerfaces Symposium Advisory Board Ann Arbor, MI •Coordinate two day symposium with over 20 different speakers & panelists and over 100 participants •Facilitate panel discussions on collaboration in science and alternative careers as a moderator	
2007	Georgia Institute of Technology Atlanta, GA •Identify reduction spectroscopic shift of ribonucleotide reductase; found shift in tyrosine O-H stretch •Follow electron transfer of ribonucleotide reductase redox by monitoring the tyrosine O-H with FTIR	

Additional

- Fluent in Portuguese after living in Brazil as an LDS missionary for two years
- Completed multiple courses at the Ross School of Business
- Coached intracollegiate cross-country team that began in last place, but finished as league champs
- Organize local church congregation

{Any publications?}

Total 4.0 points
Feels Risky

Candidate 404

Education:

Columbia College of Physicians and Surgeons + 1.5 points - School 2008-present
• MD Candidate, class of 2012 + 2.5 points - Test Score & Undergrad Performance
• USMLE Step 1 = 260 (>99% percentile)

University of Southern California 2004-2008
• College of Letters, Arts, and Sciences graduate, 2008
• Summa Cum Laude, 3.9 GPA
• Bachelor of Science in BioPhysics
• Minor in Russian
• Honors program, Presidential Scholar, National Merit Scholar, Physics departmental scholarship, Renaissance Scholar (10 awarded to graduating class of 4,000) {Reassuringly Selective}
• Phi Beta Kappa National Honor Society
+ 0.0 Points - No SAT

Work Experience: Results - ?, Leadership - ?, Analytics - ?

Kaplan Test Prep & Admissions (2008-present, summers)
• MCAT instructor
• USMLE lecturer (designed and produced video review series)

Leadership Experience: People Skills - Light Not much work experience

USC Objectivist Club (2006-2008): *President*: Organized meetings and events, obtained funding, acted as group liaison to national organization.

USC Chess Club (2004-2008): *President*: Organized team, coordinated logistics, hosted meetings and events, ran tournaments.

USC Wrestling Team (2004-2007): *Co-Captain*

P&S Rugby Team (2008-2010): *Co-Captain*

Other:

USC Dept. of Physics and Astronomy (2006): *Research Assistant*: Processed and coordinated observational data from multiple international observatories, designed new modeling software, provided technical training to new analysts.

Candidate 405

{Massive overuse of italics = hard to read most important items}

{Any affiliation with Memorial Sloan-Kettering? Need to Elaborate}

EDUCATION

July '06 – July '12

Gerstner Sloan-Kettering Graduate School, New York, NY **Currently Enrolled**

School Points - Unclear

Founding member of Gerstner Sloan-Kettering Graduate School of Biomedical Sciences

Ph.D. Thesis: The role of Rho GTPases in Breast Cancer Invasion

Principle Investigator: Dr. Alan Hall

Dec. 2000

B.S. in Chemistry with Honors, The University of Iowa; Iowa City, Iowa GPA 3.42

Completed additional advanced coursework as well as research and an Honors Thesis.

Jan. '99 – June '99

Study Abroad Semester, Lancaster University; Lancaster, UK

+ 0.0 points - GPA to Low + 0.0 points - GRE?

WORK EXPERIENCE + 1.5 points - Publications

Aug. '02 – July '06

Senior Research Support Specialist, Dept. of Pharmacology, SUNY-Stony Brook

Principle Investigator: Dr. Jeffrey E. Pessin, Ph.D.

Results - ?, Leadership - ?, Analytics - ?

Managed 14 researchers while continuing work on independent and collaborative research projects specializing in confocal microscopy. Coordinated the relocation of lab equipment and personnel from Iowa to New York.

Dec. '00 – Aug. '02

Research Assistant, Dept. of Physiology and Biophysics, The University of Iowa

Principle Investigator: Dr. Jeffrey E. Pessin, Ph.D.

Collaborated with graduate students and postdoctoral fellows on a variety of projects. Specialization in time-lapse confocal microscopy, FRET and FRAP imaging.

Aug. '00 – May '01

Teaching Assistant, Dept. of Chemistry, The University of Iowa

Independently taught three sections of a general chemistry (04:016) laboratory course required by students in all science related majors. **{Some People Skills?}**

May '00 – Aug. '00

Research Assistant, Dept. of Chemistry, The University of Iowa

Principle Investigator: Dr. Amnon Kohen, Ph.D.

Honors Thesis work involving HPLC method development and stability of nucleotide substrates in various systems and organic synthesis.

+ 0.0 points - People Skills

AWARDS and SERVICE

Mar '10 – Mar. '13

Pre-Doctoral Research Fellowship

Award BC093876

Score 1.1 out of 5.0

Department of Defense CDMRP Breast Cancer Research Program

The Role of Rho GTPases in Breast Cancer Migration and Invasion

Sept '08 – Sept '10

Executive Committee – Gerstner Sloan-Kettering Graduate School

Student Representative

Contributed insight to curriculum changes, site visit review panels, and accreditation by New York State Board of Regents.

Sept '08 – Sept '10

Class Representative – Gerstner Sloan-Kettering Graduate Student Council

Student Member {People Skills?}

Jan '02 – Present

New York Academy of Sciences

Member / Student Member

PUBLICATIONS {Good}

Asymmetric phospholipid distribution drives in vitro reconstituted SNARE-dependent membrane fusion. PNAS.

2006 Oct 3;103(40):14761-6.

Entry of newly synthesized GLUT4 into the insulin-responsive storage compartment is dependent upon both the amino terminus and the large cytoplasmic loop.

J Biol Chem. 2004 Sep 3;279(36):37505-11.

NCS-1 Inhibits insulin-stimulated GLUT4 Translocation in 3T3L1 Adipocytes through a Phosphatidylinositol 4-kinase Dependent Pathway.

J Biol Chem. 2002 Jul 26;277(30):27494-500.

ORAL PRESENTATIONS

The Role of Rho GTPases in Breast Cancer Migration and Invasion. Gerstner Sloan-Kettering Graduate School Symposium, January 2010. Memorial Sloan-Kettering Cancer Center, New York, NY.

The Role of Rho GTPases in Breast Cancer Migration and Invasion. Gerstner Sloan-Kettering Annual Retreat, February 2009. Mohonk Mountain House, New Paltz, NY.

The Role of Rho GTPases in Breast Cancer Migration and Invasion. Dept. of Cell Biology Research in Progress Meeting, February 2009. Memorial Sloan-Kettering Cancer Center, New York, NY.

The Role of Rho GTPases in Breast Cancer Migration and Invasion. Gerstner Sloan-Kettering Graduate School Symposium, February 2009. Memorial Sloan-Kettering Cancer Center, New York, NY.

MEETINGS

Era of Hope Breast Cancer Conference, Aug 2-5, 2011. Marriott World Center Hotel, Orlando, FL.
Poster Presentation: Hall. The Role of Rho GTPases in Breast Cancer Invasion and Proliferation.

American Society for Cell Biology 45th Annual Meeting, December 10-14, 2005. Moscone Center. San Francisco, CA.

Poster Presented. Efficient SNARE Mediated fusion Requires Asymmetric Phospholipid Distribution.

American Society for Cell Biology 44th Annual Meeting, December 4-8, 2004. Washington Convention Center, Washington, D.C.

Poster Presentation: Utilization of FRAP to Study GLUT4 Membrane Diffusion

Candidate 406

EDUCATION

Jan 2010 - Dec 2013 (expected)	Purdue University, School of Chemical Engineering, Ph.D. candidate Dissertation title: Simulation Studies to Predict Drug Precipitation in the GI Tract	+ 0.0 points - School + 0.0 points - No GPA
Aug 2007 - Dec 2009	New Mexico Institute of Mining and Technology, Bachelor's in Chemical Engineering Overall GPA: 3.92. Major GPA: 4.0	+ 0.0 points - GPA Low for Community College
Sep 2005 - Jun 2007	Edmonds Community College. Transfer courses. GPA: 3.65	+ 0.0 points - No Test Scores

LEADERSHIP ROLES & ACTIVITIES

Results - ?, Leadership - ?, Analytics - ?

Fall 2011- present	Team leader for the Burton D. Morgan Business Plan Competition team at Purdue University, co-founder, and future CFO of Pure-by Nano <ul style="list-style-type: none"> Led and organized team meetings, evaluated the market, and developed marketing strategies for the company.
Fall 2011- present	Team leader for the Clean Energy Challenge 2012 Business Plan Competition, co-founder, and future CFO of Power-by Nano
August 2010- present	Ambassador of The Women in Engineering Program Graduate Women's Gatherings in ChemE, Purdue University <ul style="list-style-type: none"> Provide a supportive environment for female graduate students to meet and share information and strategies for achieving personal and professional success.
Nov 2007- May 2008	President of New Mexico Tech's American Institute for Chemical Engineers Chapter and leader of the ChemE car team <ul style="list-style-type: none"> Revived the car competition and enabled the team to compete at the national level for the first time in 6 years after succeeding in the Rocky Mountains region.
Spring 2008- present	Member of Purdue Science & Engineering Business Club, Tau Beta Pi Engineering Honor Society, American Institute of Chemical Engineers, and Phi Theta Kappa Honor Society

+ 1.0 points - Awards & Publications

RESEARCH & TEACHING EXPERIENCE

Summer 2011, 2010	Research Mentor. Purdue University, Chemical Engineering Department <ul style="list-style-type: none"> Solely mentored and developed research projects for undergraduate students during the summer to get hands on experience in the laboratory.
Spring 2011	Teaching Assistant. Purdue University, Chemical Engineering Department, Senior Design Lab

Feb 2008 – Dec 2009	<p>Research Assistant. New Mexico Tech, Chemical Engineering Department, Socorro, NM</p> <ul style="list-style-type: none"> Worked with a team of engineers and biologists to create stable anti-cancer drug carrier particles in vitro. The collaboration resulted in a co-authored publication.
May 2009- Aug 2009	<p>Research Assistant. Swiss Federal Institute of Technology (ETH), Institute for Chemical and Bioengineering, Zurich, Switzerland.</p> <ul style="list-style-type: none"> Worked in collaboration with Dr. Levente Simon to establish a novel onset nucleation detection method using image analysis techniques and statistical process analysis tools. The collaboration resulted in two co-authored publications
Jun 2008 - Aug 2008	<p>Research Intern. Purdue University, School of Chemical Engineering, W. Lafayette, IN</p> <ul style="list-style-type: none"> Worked independently to optimize the microfluidic crystallization of lactose using experiments, modeling, and simulations.

+ 0.0 points - People Skills

HONORS & AWARDS

Sept 2011	Crystallization work with Dr. Simon at ETH named winner of the European Federation of Chemical Engineering Excellence Award in Crystallization 2011
May 2010	Brown Award: New Mexico Tech's top award to an undergraduate with the highest scholarship, conduct, and leadership out of the entire graduating class
Nov 2009	1st Place National Student Poster Competition, Division of Process Control and Computing. National AIChE Conference 2009, Nashville
May 2009	Student Service Award. The American Institute of Chemical Engineers, New Mexico Tech Chapter
Mar 2009	New Mexico Engineering Foundation Scholarship
Nov 2008	1 st Place National Student Poster Competition, Division of Process Control and Computing. National AIChE Conference 2008, Philadelphia
Oct 2008	Macey Scholars Program Scholarship; one of New Mexico Tech's most prestigious awards to 3 nominated students campus wide
May 2009, 2008	Academic Honors Award, New Mexico Tech
Sep 2007- 2009	\$6000 renewable Phi Theta Kappa Transfer Scholarship, New Mexico Tech

PUBLICATIONS

Author 1, **me**, Author 2, and Author 3. "Bulk video imaging based multivariate image analysis, process control chart and acoustic signal assisted nucleation detection." Chemical Engineering Science, 2010

Author 1, **me**, Author 2, and Author 3. "Histogram Matching, Hypothesis Testing, and Statistical Control-Chart-Assisted Nucleation Detection Using Bulk Video Imaging for Optimal Switching between Nucleation and Seed Conditioning Steps." Industrial & Engineering Chemistry Research, 2010

Author 1, **me**, Author 2, and Author 3. “CVD for facile synthesis of hybrid nano-biomaterials integrating functional supramolecular assemblies.” Langmuir, 2009

Resume Ratings

Candidates 501 – 508

- **Experienced Professionals**

Experienced Professionals Resume Scoring Criteria & Threshold Scores

Experienced Hire	McK/BCG/Bain	Top 4-10	Top 11-100	Points
Academic institution selectivity	Ivy Equiv + Next 10	Top 50 Univ	Top 250 Univ	1
Academic Performance - GPA, % Rank (vs. difficulty level of school and major)	3.5+ Ivy GPA, Higher for Other	3.5+ GPA Top 50 Univ	3.3 GPA	0.5
Objective Quantitative Test Score - SAT, Natl College Exam	95th percentile	90th percentile	75th percentile	0.5
Work Accomplishments per Year Worked (Leadership, Analytics, Results)	"Superstar" - high level of accomplishment proportional to number of years in work-force (continuous record of achievement, increasingly challenging roles, promotions, and high profile projects)	50% superstar + 50% direct experience	"Direct Experience" - # years of functional or industry experience directly related to the work that the hiring firm does.	3
Personal Recommendation	From senior client or consultant in firm	From senior client or consultant in firm	n/a	2
Points Cutoff Score	4.5	4.5	4	

Candidate 501

Experience

U.S. National Institutes of Health, Bethesda, MD, U.S.A. + 1.0 points - Work 2010-Present
CRTA (Cancer Research Training Award) Postdoctoral Fellow

- Studying the mechanisms of gene regulation in human cancer cells.

Yale Biotechnology & Pharmaceutical Society (YBPS), New Haven, CT, U.S.A. {What is YBPS? Is this a student group?} 2006-2009
Strategy Officer, 2008-2009 {Shows interest in business}

- Managed relationships with the Connecticut Technology Council (CTC) and Yale Office of Cooperative Research (OCR).
- Recruited and trained student leaders; Invited and coordinated business speakers for YBPS seminar series.

Founder / Manager of the YBPS Technology Ventures Program, 2006-2008

- Established alliances with CTC and OCR, leading to a continuous supply of technology commercialization internships and a resume database for YBPS; Channeled \$4,000 to YBPS budget.
- Prepared business-relevant marketing disclosures of Yale technologies, including an anti-cancer compound successfully licensed from Yale to Tigris Pharmaceuticals in 2006. Results - ?, People Skills - ?
- Performed due diligence on industry pipelines and activities in commercial market intelligence databases (KnowledgeExpress, MedTrack, and Investigational Drug Database, IDdb) to identify potential licensees for Yale technologies.
- Benchmarked existing deals on the technology licensing market for Yale's reference on pricing in deal negotiations.
- Assisted the CEO of a medical device startup (Biorasis, Inc.) on the market development of its implantable biosensor product.
- Started and edited the YBPS publication, *Tech Impact @ Yale*, to review current topics in technology ventures.

Academia Sinica, Taipei, Taiwan 2000-2001/2003-2004

Research Assistant, Institute of Biomedical Sciences, 2003-2004

- Identified a novel structure of telomere DNA-binding protein.
- Characterized the physical properties of SARS coronavirus nucleocapsid in search of drug design opportunities.

Research Assistant, Institute of BioAgricultural Sciences, 2000-2001

- Plant biotechnology: Applied transgenic technologies to generate disease-resistant orchid for horticultural production.

Evershine Investment Corp., Taipei, Taiwan 2000-2001

Adjunct Analyst in Biotechnology (Compensation by case)

- Translated and briefed the technology concepts of NASDAQ-listed biotech companies to the president.

Taiwan Airborne Forces, Taiwan 1997-1999

Platoon Leader / Second Lieutenant

- Managed platoon (32 people)- and company-level operations, and commanded airport guards and sentries.
- Implemented new training programs to integrate special force paratroopers with helicopter crews.

Education

Yale University, New Haven, CT, U.S.A. + 1.0 points - School 2004-2010

Ph.D. Molecular Biophysics & Biochemistry / GRE Quantitative: 800 out of 800. + 0.5 points - GRE + 0.5 points - Performance

- 4 Honour / 6 High Pass out of total 10 credit modules taken (Grading System: Honour, High Pass, Pass, Fail).
- Awards: National Institute of General Medical Sciences Travel Fellowship 2010; Trinity Forum Academy Scholar-in-Residence 2009; North Eastern Structure Symposium Outstanding Poster Award 2007; Anna Fuller Fellow in Molecular Oncology 2005-2007.
- Presented thesis research at ETH Zürich, Paul Scherrer Institute (Villigen, CH), and Max Planck Institute (Göttingen, Germany).
- Invited Speaker & Session Chair, Young Scientists Forum, BIT Life Sciences Protein & Peptide Conference 2010, Beijing, China.

Imperial College London, London, England, U.K. 2001-2002

M.Sc. Biochemical Research / Concentration: Protein Engineering & Drug Design [GPA: 65% (70%: distinction; 50%: passing)]

- British Chevening Scholar 2001-2002.

National Chung-Hsing University, Taichung, Taiwan 1993-1997

B.Sc. Plant Pathology [GPA: 73.3% (Good); Logics: 90% (Excellent); Biometrics & Experimental Design: 87% (Excellent)]

Publications + 1.0 points "Work" for Ph. {Ok to list all publications and papers etc.. as an addendum}

(Co-)authored 8 research reports, 4 conference papers, 2 structural coordinates, and 4 essays. Featured publications:

2010) Quantitative characterization of the interactions between *c-myc* transcriptional regulators FUSE, FBP and FIR. Biochemistry 49:4620-4634

(2010) A conceptual framework for technology valuation. Tech Impact @ Yale, 4: 5

(2008) A non-profit pharmaceutical business model demonstrated by the Institute for OneWorld Health. Tech Impact @ Yale, 2:7

Additional

- Other Languages: Mandarin (Native), German (Beginner / Basic conversational).
- The CFA Society of Washington - Stalla Class Scholarship 2011 (Enrolled for CFA Level I).
- Enjoy traveling and volunteering for humanitarian causes: established **Minds_{for}Needs.org** – *Team Initiatives for Global Health*.

Candidate 502

Results-driven bilingual Spanish-speaking professional with a scientific background including seven years of research in academia and Oil and Gas R&D.

EDUCATION

Cornell University	+ 1.0 points - School	May 2006
<i>College of Arts & Sciences</i>	+ 0.0 points - No GPA	<i>Ithaca, NY</i>
<i>B.A. Chemistry</i>	+ 0.0 points - No Test Scores	
<i>Honors</i>	<i>President's Council for Cornell Women Summer Research Grant (2005)</i>	
<i>Activities</i>	<i>Cornell University Chorus</i>	

CAREER HIGHLIGHTS + 0.0 points - Work

Albemarle Corporation (What kind of company?)	Superstar - Unclear	06/2006 – Present
<i>Chemical Research & Development Associate</i>	Leadership - Unclear	
	Analysis - Unclear	<i>Pasadena, TX</i>
	People Skills - Unclear	

Research & Development: Aided in fast-track product development that resulted in new product and license for first production unit utilizing ACO technology in the industry worldwide. Created environmentally benign product equivalent at 80% lower production cost while retaining high performance. Devised method for producing a market-valued material at 75% of present production cost and issued company-wide report. Assisted in development and testing of inorganic sorbents and emission additives for patent applications.

{Huh?}

Process Design & Application Development: Designed and programmed new data access tools to meet marketing, engineering, and research demands which resulted in new functionalities and increased efficiency two orders of magnitude across multiple departments. Developed and improved new analytical methods to support large-scale plant production and business set objectives. Automated and enhanced procedures and data protocols for product analysis and implemented solutions to reduce process variations. Prepared detailed reports based on data-mining results, validation procedures and qualification tests.

{What does selected for and co-led 5-member team mean?}

Information Systems & Technology: Boosted R&D productivity 90% through creation and implementation of data access and reporting software tool. Selected for and co-led 5-member team to meet tight deadline to secure 25% project cost saving incentive. Co-directed taskforce in design and implementation of instruments and data management systems for a new high-throughput laboratory—reduced project cost 30%. Utilized as expert by 30-member staff for in-depth data and information management knowledge and software development skills. Evaluated Oracle, MS Access and SQL database designs and implemented solutions targeting specific needs across multiple departments. Maintained and redesigned in-house software and tools to correct errors, adapted it to new hardware, and improved performance.

{What does reduced project cost 30% mean?}

Cornell University – Department of Chemistry

08/2004 – 01/2006

Research Assistant

Ithaca, NY

Catalysis Research: Published results from synthesis of novel iron organometallic compounds in ACS journal. Studied coordination chemistry and catalysis pathways using NMR and X-Ray crystallography.

Cornell University Chorus

08/2004 - 05/2006

Publicity Manager & Photographer

Ithaca, NY

Marketing & Design: Reduced production costs 20% and increased revenue 65%. Directed and coordinated marketing projects and organization rebranding from concept through completion. Served as foreperson for publicity campaign; managed concept design, pre-press preparations, proofing and oversaw printing process.

ADDITIONAL EXPERIENCE

<u>The Houston Chronicle</u>	10/2007 – Present
<i>Staff Photographer</i>	<i>Houston, TX</i>
<u>Texas A&M University – Department of Chemistry</u>	Summer 2004
<i>Research Assistant</i>	<i>College Station, TX</i>
<u>DemiDec Corporation</u>	Summers 2003, 2004
<i>Technical Writer & Designer</i>	<i>Houston, TX</i>

SKILLS

Technical: Skilled in statistical analysis and modeling software (STATISTICA), SQL, HMI/SCADA and Beckman LIMS systems. Proficient in Adobe Creative Suite (Photoshop, InDesign, Illustrator), Apple's Aperture, Microsoft Office (Word, Excel, Power Point, Outlook, Access), Microsoft Visual Basic and VBA. Thorough understanding of Adobe Acrobat, Dreamweaver and Apple's FinalCut Studio. Skilled in Mac OS X and Windows platforms.

Laboratory: Qualified in small and large-scale organic and inorganic chemistry. Experience with FTIR, UV-Vis, GC, NMR, XRD, TGA/DSC, SEM, purification techniques, particle size analysis, wet chemistry, air sensitive methods, proprietary simulation units and pilot scale processes.

AWARDS & PUBLICATIONS

Special Recognition Award (SRA) for Outstanding Contributions – Albemarle Corporation	
<i>SRA for Leadership in Design and Strategic Roll-Out of New Laboratory</i>	2011
<i>Team SRA for Fast-Track Product Development That Led to 1st International License</i>	2010
<i>SRA for Authoring and Programming New Data Access Tool</i>	2009
<i>Team SRA for Successfully Delivering Novel Market Product in 6-months</i>	2008
<i>SRA for Development of Innovative & Automated Testing Process</i>	2007
Coordination in Bis(imino)pyridine Iron Complexes: Identification of Catalyst Deactivation Pathways in Iron-Catalyzed Hydrogenation and Hydrosilation." <i>Organometallics</i> , 25 (18): 4269-4278, 2006.	

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References available upon request

Professional experience **Work - + 1.5 Points**

2011 – 2012 **BNP Paribas Corporate & Investment Banking, Analyst** New York
Group: Leveraged Finance

- Worked on diversified deals including dividend recapitalizations, leveraged buyouts, debt refinancing
- **Interviewed industries' experts and consumers**, performed due diligences, prepared LBO models
- Wrote significant parts of credit committee memoranda and lenders presentations
- Selected Transactions Experiences:
 - **Quantitative analyses and modeling**
 Prepared a multiple-scenario model for the \$245m LBO of a steel mill services provider (\$69m EBITDA);
 Performed ratio analyses: leverage evolution, investments payback periods, and customers' concentration.
 - **Due diligence for the \$100m debt refinancing of a playground manufacturer** (\$30m EBITDA)
 Pressure-tested key investment considerations: exposure to economic cycles and municipality budgets, ability to deal with seasonality of revenues, sensitivity to raw material price volatility;
 Assessed diversification strategy and growth opportunities through targeted acquisitions.
 - **Marketing and sales strategies in the retail industry**
 Assessed marketing efficiency of a cosmetic healthcare company (\$25m EBITDA) through Key Performance Indicators (lead generation, lead-to-conversion rates) and industry figures (demographic trends and market penetration);
 Analyzed risks and opportunities of a LBO for a multi-level marketing women apparel company (\$37m EBITDA).
 - **Strategic industry overviews**
 Analyzed the steel mill services industry (annual sales of \$6 billion): industry drivers, projected growth of the underlying steel industry, barriers to entry for potential new competitors (investments, knowledge requirements, customer relationships).

**Analysis - Yes, Results - ?, Leadership - ?,
 Rising Superstar - ?**

**{How did you
 pressure-test?}**

2008 – 2010 **Ernst & Young, Transaction Advisory Services, Senior Consultant** Paris
Group: Valuation & Business Modeling (Corporate finance)

- Designed business plans and carried out business valuations, analyzed industries' drivers and growth strategies
- **Led meetings with clients' teams** to define the problem and the required data, presented engagements' final results
- Selected Consulting Assignments:
 - **Modeling of a sale-oriented business plan for an independent automotive supplier**
 Modeled the 5-year business plans of 8 interrelated subsidiaries;
 Analyzed intercompany transactions and performance's sensitivity to industry drivers (new vehicles production).
 - **Business valuations of a building material company for impairment tests (€40bn of sales)**
 Reviewed the business plan by business unit; benchmarked it with implied EBITDA multiples, company's historical growth rates, construction industry forecasts and comparable companies' profitability margins;
 Ran the discounted cash flow model.
 - **Analytical problem solving for a medical devices manufacturer (€4bn of sales)**
 Built a model to optimize the company's fiscal structure given the use and value of patents, royalties, and R&D at an international level.
 - **Financial analyses for Purchase Price Allocations of several companies**
 Worked on diversified industries (including clothing retail - \$20m EBITDA -, food manufacturing - \$31m EBITDA);
 Valued tangible and intangible assets: production equipment, brands (royalties' method), customer relationships (excess earnings method and cost approach), contracts, and patents for accounting purposes.

**People Skills - Some
 Analysis - Yes**

2007 **Dresdner Kleinwort, Corporate & Investment Banking** London
 Internship **Group: Information Technology for Front Office**

Academic records (If applying outside of France describe school prestige level)

2008 **Master of Finance, University Paris Dauphine (dual degree with Supélec)** **+ 0.0 points - School**
 Corporate Finance, risk management, accountancy **+ 0.0 points - No GPA**

2008 **Supélec Engineer, Paris** **+ 0.0 points - No Test Scores**
 French leading engineering "Grande Ecole" in the fields of mathematics and electronics, Major: **Applied Mathematics**

2003-2005 Preparatory classes – Mathematics and Physics – Lycée Louis Le Grand, Paris

2003 **Baccalauréat Scientifique (Mathematics and Physics) obtained with honors**

Certification / Languages

Certification **Chartered Financial Analyst (CFA) – Level 1 – Dec. 2010**
 Financial statement analysis, corporate finance, portfolio management, equity investment, fixed income

Languages **Fluent in English and in French**

IT skills **Advanced mastering of Excel, PowerPoint and Word; Research tools: Bloomberg, Capital IQ, Thomson Research**

Extra-curricular activities

Social networking **Development of Supélec Alumni Association** - Created the Supélec alumni group within BNP (70 people)

Sport **Jogging, snowboarding, windsurfing**

Total 2.0 Points

+ 2.0 Work

Leadership - Some

Analysis - Unclear

Results - Some, but no \$ value

Candidate 504

{Goal: 1 page per decade of work experience}

People Skills - Probably

Employers - Well Known

Trajectory - Experience

Slightly faster than typical

WellCare (\$6.5B Health Insurance Payer)

Director, Project Management Organization

Tampa, FL

(03/2010 – Present)

{Candidate can execute projects but can he/she operate at a strategic level?}

Good at process but any good at making decisions based on analysis?

Try to convert results into a \$ savings}

- Within eight months, awarded an increased span of control that included management of all IT finance and “Chief of Staff” responsibilities for the CIO. {How many people?, Leadership?, Analysis}
- Cultivated strong relationships with C-level officers, earning a regular “seat at the table” for strategic planning discussions with the executive team.
- Owned and managed the CapEx planning process for the enterprise and IT (\$130M budget). Managed execution to budget, and will finish FY2011 with less than 5% variance to plan.
- Developed and implemented the offshoring/sourcing strategy for IT, including standardized contractual documents, Service Level Agreements (SLA), considerations for currency fluctuation, and vendor management governance processes.
- Developed and implemented a strategic planning process to drive WellCare’s first three-year plan.
- Within twelve months, increased on-time/on-budget project delivery by more than 50% while reducing cost of project management by more than 35%. {Good, How is this possible?}
- Owned and led the creation of the IT Balanced Scorecard and IT performance metrics. Leveraged metrics-based management to reduce days-in-arrears for fee-for-service based claims.
- Regular speaker at 300+ attendee town halls, 50+ attendee management meetings, and in-demand presenter at departmental road shows. {Great example of people skills}
- Reduced the labor and turnaround time for monthly budget forecasts by nearly 50% through process improvement and stakeholder negotiations.
- Leveraged leadership and facilitation skills to recover four multi-million dollar programs back on schedule and budget. {Elaborate}
- Developed and delivered an intensive 18-week project management training course for the Operations department, enabling numerous resources to obtain professional certification.
- Elevated the lowest-performing 60% of the PMO (30 total resources) to “meets expectations” or better through performance and talent management within 18 months. {This seems significant - clarify}

Gerdau Ameristeel (\$6B Global Manufacturing Company) {Useful description} Tampa, FL

Manager, PMO

(02/2009 – 03/2010)

Sr. Project Manager

(10/2008 – 02/2009)

{Very internally focused}

- Promoted from Sr. Project Manager to Manager, PMO within four months. {Good but why?}
- Redesigned and implemented the application development process, which contributed to an increase in the on-time/on-budget project completion rate from 33% (12/2008) to 83% (06/2009).
- Implemented tools and processes to support a flexible sourcing model for offshore application maintenance, enabling 24/7 production support for the first time.
- Reorganized the PMO and implemented business-aligned Program Manager roles, resulting in 65% improvement in customer satisfaction surveys of PM performance.
- Drove an increase of 40% in quality delivery metrics within six months.
- Led a team of ten Project Managers and developed a talent roadmap for the organization, including skillset gap assessments and remediation plans. {Good}
- Reduced the backlog of project demand from 400+ disparate items to a prioritized, strategy-aligned portfolio of fifteen key programs within eight months.

- Managed the planning and delivery of multiple large programs, including the upgrade of SAP HR/Payroll, Infrastructure/application migrations, and a full rewrite of an Oracle-based ERP system.

KPMG, LLP (Management Consultancy)

IT Advisory – Senior Associate

Tampa, FL
(10/2007 – 10/2008)

IT Advisory – Associate

(03/2005 – 10/2007)

- Promoted to Senior Associate ahead of schedule. Received numerous “Encore Awards” from Lead Partners, recognizing exceptional performance and exhibiting the Firm’s values. **{How much ahead of schedule?}**
- Earned highest possible performance rating (“EP 1”) twice; less than 5% of all employees are awarded this designation. **{Good}**
- Developed (and continue to maintain) exceptional trust-based relationships with C-level executives at multiple Fortune 500 companies. Directly responsible for development of revenue streams with new and existing clients, totaling over \$2M within two years. **{Which Fortune 500 Companies?, Finally \$ Results}**
- Developed and launched an annual health and wellness initiative that attracted participation from over 150 employees from three regional offices in its first year.
- Developed the strategic roadmap for consolidation of over 100 back-office systems for the world’s most prominent theme park and resort company.
- Developed and deployed a systematic toolset and methodology for transactional risk assurance in high volume (>50M) processing environments. Audit/assurance teams leveraged this approach to reduce manual labor and increase accuracy of financial audits by orders of magnitude.
- Led the development of a global security and governance model for the worldwide deployment of SAP at a Fortune 300 manufacturing company.
- Developed and delivered multiple training sessions for data analysis and project management to engagement teams and staff.

Education

University of Florida, Warrington College of Business

MS in Decision Information Science

- Association of IT Professionals
- Marching Band (percussion instructor)

+ 0.0 points - School
+ 0.0 points - No GPA
+ 0.0 points - No GMAT

Gainesville, FL
2002-2004

University of Florida

BS in Biochemistry and Genetics (Zoology)

- Honors Program
- Marching Band

Gainesville, FL
1998-2002

Additional Information

- Performed, toured and recorded extensively as a percussionist. Recorded multiple albums with a three-time Grammy Award-winning producer.
- Performed hundreds of live shows with touring bands, both nationally and internationally.
- Served as the head instructor and composer for the marching percussion program at the University of Florida for three years. Raised visibility and reputation of the ensemble to a degree that earned corporate sponsorship from Yamaha and other musical equipment manufacturers.
- Instructed and composed music for multiple high school percussion programs throughout central Florida. Led two programs to the highest percussion score in the state of Florida in consecutive years.
- Significant volunteerism with the Humane Society of Tampa Bay and Friends of Strays (a pet rescue organization).

- Maintain active Project Management Professional (PMP) and Certified Information Systems Auditor (CISA) certifications through the Project Management Institute and ISACA.
- Remained active in the Tampa Chamber of Commerce and Tampa Bay Technology Forum.

Candidate 505

EDUCATION

UNIVERSITY OF VIRGINIA, Charlottesville, VA

Bachelor of Arts in Politics (Government) Class of 2009

+ 0.5 points - School

+ 0.5 points - GPA - expect higher GPA at non-target school

+0.0 points - No SAT

♦ **GPA:** 3.47

♦ **Honors:** Dean's List

PROFESSIONAL EXPERIENCE

+ 1.0 points - Work

THE PEACE CORPS, Batey 6, Dominican Republic

2011—present

Project Coordinator, Construye Tus Sueños Analysis - Unclear, Leadership - Unclear, Rising Star - Unclear

- ♦ Facilitated youth business course *Construye Tus Sueños* to 12 youth in local communities
- ♦ Competed in national conference receiving 2nd place out of over 65 business plans
- ♦ Planned and oversaw Artisan Fair event for Peace Corps 50th Anniversary which grossed over \$10,000 USD in sales for local artisan associations

THE PEACE CORPS, Tamayo, Dominican Republic

2010—present

Project Manager, Fundación Sur Futuro

- ♦ Founded initiative *Si Se Puede* with the goal to teach women to read, write, and become financially literate as to lead more independent and successful lives Results - Some, People - Some
- ♦ Increased program enrollment by 80% totaling over 200 students in 7 different communities
- ♦ Managed hiring and training of 20+ personnel including leading meetings and workshops

THE CHILDREN'S HOME, Winston-Salem, NC

2009—2010

Assistant to the Volunteer Coordinator

- ♦ Managed responses to volunteer and adoption inquiries and reviewed resulting applications
- ♦ Developed more efficient communication procedures for volunteers and donors

SORENSEN INSTITUTE FOR POLITICS, Charlottesville, VA

2006—2007

Research Analyst for Jeep Meyung {Who or what is Jeep Meyung?}

- ♦ Facilitated analysis of regressive tax reform in relation to its effects on the working poor
- ♦ Established forgiving first 10K of FICA would aid low income and taking limits off earnings would compensate for it two-fold

LEADERSHIP AND VOLUNTEER EXPERIENCE

UVA MADISON HOUSE, Charlottesville, VA

2007—2009

Volunteer Coordinator/Volunteer for Southwood Boys and Girls Club

- ♦ Assisted in program implementation for after-school tutoring/mentor program for 60+ at-risk youth
- ♦ Worked with youth to develop reading and study skills through completing daily assignments

FRAMEWORKS JOURNAL

2005—2008

Editorial Board Member/Contributing Writer

- ♦ Planned contents of each issue and assisted in editing process of articles
- ♦ Researched and wrote 4 articles raising awareness of poverty housing and youth initiatives

GLOBAL VOLUNTEERS NETWORK, Mehicanos, El Salvador

2006

- ♦ Volunteered in Natalie de Siman orphanage for girls
- ♦ Interacted with children through physical and creative activities to foster development

LANGUAGES: English (native) • Spanish (fluent) • French (advanced)

Candidate 506

EDUCATION

{What is the prestige of this school?}

TERTIARY

The University of
Melbourne, Australia
2000-2006

Bachelor of Laws & Engineering (Honours)

+ 0.5 points - School

+ 0.0 points - No GPA or GPA Equivalent

- Studied Law and Engineering simultaneously – an elite course where graduates obtain professional qualifications in both fields, including a JD equivalent from Australia's premier law school.
- Majored in Mechanical & Manufacturing engineering. Awarded first class honours for final year thesis studying the mechanics of fluid flow over rough surfaces.

SECONDARY

Wesley College,
Melbourne, Australia
1994-1999

Victorian Certificate of Education

{Good}

- Graduated in top 0.5% of students nationwide (Tertiary Entrance Score: 99.50). Awarded Grace Dempster Prize for final year scores in physics. {Out of 100?}
- Leadership roles: School Officer, Student Adventure Program Leader

+ 0.5 points - Scores

Work - + 1.0 points Results - Unclear

PROFESSIONAL EXPERIENCE

UNILINX NORTH

AMERICA, INC.
Los Angeles, CA
2009-Present

{Company
info?}

Pricing Administration Manager

- Developed and managed a new Pricing Administration Group recruiting a team to centralize the management of all published pricing, contract pricing programs, rebate programs and sales commission programs. Identified profit enhancement opportunities in excess of \$500k per annum.

Business Teams Leader (ERP implementation)

Unilinx Paper

- Headed the implementation team for a new integrated ERP system and related 3rd party applications across 11 sites (\$1.5M CapEx). Responsibility for process development, modification design, training and implementation across all business functions including finance, operations, sales and marketing.

Business Process Engineer – Sales & Marketing

Unilinx Paper

- Developed MS Access database to automate the sales support process for all Corporate Accounts. Developed analytical tools for market/customer segmentation and new pricing strategies that reversed a chronic margin compression problem. Margins have since improved by over 150 basis points year-on-year.

Business Process Engineer – Purchasing & Supply Chain

Unilinx, North America

- Developed a combined Sales & Operations Planning (S&OP) process across two Canadian operating companies and led the implementation. New processes led to improved service levels, generated a 50% reduction in aged inventory and a 25% headcount reduction in the purchasing function.

UNILINX, LTD

Melbourne, Australia
2007-2009

Supply Chain Development Engineer

Unilinx Operational Excellence Group

- Developed global S&OP standards to support the consolidation of purchasing operations and improve working capital management across multiple geographies (USA, Italy and Australia). Inventory optimization analysis led to a \$50M reduction in working capital inside 12 months, while maintaining or enhancing service levels.
- Proposed and led the implementation of a multi-site warehouse consolidation/logistics network optimization across four key operating companies, which generated cost savings of approximately \$1M per annum.

{Some Results}

SKILLS & OTHER INTERESTS

- Advanced MS Office including Excel, Access database development and Visual Basic.
- Global economics, currency and capital markets. Amateur equities and exchange traded options (ETOs) investor.
- Skiing: fully certified professional ski instructor with seven seasons teaching in Vail, CO. State champion at junior and varsity levels.
- Golf (10 handicap), hiking and following English Premier League soccer.
- Twice hiked beyond 100 kilometres in 24 hours to raise funds for various charities.
- Extensive travel professionally and backpacking in Europe.

REFEREES

- **Mr Craig Levitson** - Partner Booz & Co. Australia (formerly Executive General Manager, Strategy & Operational Excellence at UniLinx Ltd.)
- **Ms Kimberly Evans** - Managing Director Ski & Snowboard Schools, Vail Ski Resorts

Contact details provided on request

EDUCATION

ACADEMIC WORK EXPERIENCE+ 1.5 Points

WORK EXPERIENCE OUTSIDE ACADEMIA

Candidate 507

2004	iMi trademarketing GmbH	Cologne, Germany
<i>Junior Project Manager</i>		
<ul style="list-style-type: none"> ■ Responsibility for a multi-million dollar project in the food & beverage industry ■ Acquisition of six additional sub-projects, totalling USD 800K 		
2003-2004	Fraport AG (Frankfurt Airport)	Frankfurt, Germany
<i>Graduate Research Assistant (Strategy Department)</i>		
1999-2004	Duerener Service Betrieb	Dueren, Germany
<i>Member of the Board</i>		
<ul style="list-style-type: none"> ■ Board member of a city-owned waste management and garbage collection company ■ Initiated cost-cutting measures for garbage collection by 30%, which lead to lower fees for the residents of the city 		
2001	Ford Motors Company	Cologne, Germany
<i>Intern (Corporate Finance)</i>		
2001	Comm'On Communications AG	Cologne, Germany
<i>Intern (Public Relations)</i>		

OTHER

Interests

- Flying (Private Pilot License)
- Sports (Basketball, marathon, golf, sailing, cross-country skiing)
- Politics (Former chairman of a political youth organization on city and county-level, with 1,100 members. For five consecutive years I served as a city council committee member)

Languages

- German (Native)
- English (Proficient)
- Swedish (Conversant)
- Latin (Basic)

Publications and Presentations

- Authored and published one book and two book chapters
- (Co-) authored seven articles that got accepted by top-ranked transport economics journals
- (Co-) authored ten scientific reports
- Gave a dozen conference presentations and invited talks

**{List them it will
bump up your
academic score}**

Awards and Achievements

- Stipends from Erich-Becker Foundation (2008) and UC Berkeley WCTR Conference (2007)
- Listed in "Marquis Who's Who in the World" (2010 and 2011)

Professional Memberships

- World Conference on Transport Research Society (WCTRS)
- German Aviation Research Society (GARS)
- Aircraft Owner and Pilots Association (AOPA)

Candidate 508

SUMMARY

LEED certified sustainability professional pursuing a Masters degree at Columbia for a sustainability advisory career. An accomplished problem solver who is able to understand complex details while maintaining a conceptual view of the whole problem. Strengths in project management, building relationships, and leading inter-disciplinary teamwork.

CORE SKILLS

Sustainability Microsoft Office Suite CAD Design GRI (Global Reporting Initiative) Questionnaire design
 {Consulting firms don't care}
 + 1.0 points - School
 + 0.5 points - GPA

EDUCATION

COLUMBIA UNIVERSITY, New York, NY - MS in Sustainability Management May 2013 (expected); GPA: 3.8/4.0
 PARSONS SCHOOL OF DESIGN, New York, NY - Master of Architecture 2004 + 0.0 points-No GPA-not perceived as
 UNIVERSITY OF VIRGINIA, Charlottesville, VA - BS in Architecture 1999 academically rigorous

LICENSES + CERTIFICATIONS

2006 **LEED BD+C Certification** + 0.0 points - No GPA
 2008 **NY State Architectural License** + 0.0 points - No test scores
 2008 **American Institute of Architects**

PROFESSIONAL EXPERIENCE

1999-PRESENT

LICENSED EXPERIENCE

Hard to evaluate work - + 0.5 points

Architect, HOK, New York, NY, a global architectural firm providing planning, design and construction solutions to the healthcare, science & technology (lab), aviation, urban planning, and real estate development industries. {How big?}

- Lead coordination between an inter-disciplinary team of architects, engineers, and outside consultants as part of a 3 person construction administration team on a multi-million dollar healthcare project **leadership**
- Participated in proposal for a LEED Silver certified healthcare facility. Facility would have incurred no additional cost to the client. {What is LEED Silver certified is it really important?}
- Engaged 26 global offices to co-develop a Corporate Social Responsibility (CSR) initiative for HOK. {What is HOK? So what?}
- Collaborated on a quantitative Climate Change survey, distributed to 2000+ urban planners in the state of Florida, to gain insight for the development of professional education curriculums in Florida with potential to scale regionally. Data gathering is on-going. **Any quantitative analysis? Are you a superstar? Prove it.**
Results? People Skills? Leadership - Some

INTERNSHIP EXPERIENCE

Acquired competencies include project management, project design, construction methods, risk management, and the legality of the architectural profession. Reported to Firm Principal. Internships were with the following firms:

- 2006-2008 **Intern Architect**, STUDIO JTA, New York, NY
- 2004-2006 **Intern Architect**, RICHARD AYOTTE ARCHITECT, New York, NY
- 2002-2004 **Intern Architect**, DUKE BEESON ARCHITECT, New York, NY
- 2001 **Summer Intern Designer**, ARKTX, Washington DC
- 1999-2001 **Intern Designer**, GC/A ARCHITECTURE, Arlington, VA

SUSTAINABILITY LEADERSHIP EXPERIENCE

2006-PRESENT

2009-PRESENT **Board Member**, NET IMPACT NEW JERSEY PROFESSIONAL CHAPTER

- Achieved Silver and Gold status, as part of leadership team, for Chapter activities within the Net Impact network, a global non-profit network focused on the creation of social and environmental good through business.
- Managed interdisciplinary teams of volunteers to to achieve capacity growth in local United Way chapter to support their food service and communications initiatives.

2010-PRESENT **Founding Board Member**, HAITI HOUSING COLLABORATIVE

- A registered 501(c)3 organization for constructing disaster relief housing
- Raised \$20k as part of fundraising team to build four housing prototypes

- Co-coordinated 50+ global designers from 7 countries in a Global Call for Collaboration to design housing for those displaced by the January 2010 earthquake in Haiti.

2010 **Team Leader**, NYC “CANSTRUCTION”

- Fed 1000+ homeless as group leader to 8 volunteers who designed, fundraised, and built food art, from cans of food

2006-2012 **Member**, EMERGING GREEN BUILDERS, USGBC

INTERESTS

Photography, Social Enterprise Innovations, CSR, Blogging, Traveling, Food and Wine